

Course	HRMG 5930 – 74 Labor Relations
Term	Fall I – Saturday B – 8:00 to 5:00 Location: Ocala Campus
Instructor	Name: Dr. Joseph D. Bono Phone: (352) 326-3555 Email: Drjoe11@comcast.net
Catalog Description	Students examine legislation concerning Labor-Management relations and focus special attention on contract negotiations, contract administration, and the creative resolution of employee-management differences in the context of a formal contract. The course focus is on employee relations characterized as being outside of a negotiated agreement.
Prerequisites	HRMG 5000
Course Level Learning Outcomes	At the end of the course the student will be able to: Explain the legal sources of Employer relationships with Labor Unions; Explain the legal sources of Employer relationships with its Employees; Identify and understand concept of union representation rights; Identify and understand concepts related to Employer and Labor Organization obligations under the National Labor Relations Act; Apply legal concepts to real life situations; Learn to read case law and distill language of cases to understandable rules and concepts; Develop an analytic framework for identifying and resolving legal issues between Employer and Employee and/or Employer and Labor Organizations.
Materials	Labor Relations Process, Holley, Jennings ,and Wolters Publisher: South-Western, Cengage Learning ISBN: 0-324-42144-3 9th Edition

Grading

Mid Term	20%
Final	20%
Labor Contract	45%
Class Participation	15%

Grading Scale:

A	93-100
A-	90-92
B+	87-89
B	84-86
B-	80-83
C	70-79
F	69 and below

The GRADUATE catalog provides these guidelines and grading options:

- **A/A-** Superior graduate work
- **B+/B/B-** Satisfactory graduate work
- **C** Work that is barely adequate as graduate-level performance
- **CR** Work that is performed as satisfactory graduate work (B- or better). A grade of "CR" is reserved for courses designated by a department, involving internships, a thesis, practicums, or specified courses.
- **F** Work that is unsatisfactory
- **I** Incomplete work
- **ZF** An incomplete which was not completed within one year of the end of the course. ZF is treated the same as an F or NC for all cases involving G.P.A., academic warning, probation, and dismissal.
- **IP** In progress
- **NR** Not reported
- **W** Withdrawn from the course

The UNDERGRADUATE catalog provides these guidelines and grading options:

- **A, A-** superior work in the opinion of the instructor
- **B+, B, B-** good work in the opinion of the instructor
- **C+, C, C-** satisfactory work in the opinion of the instructor
- **D+, D** passing, but less than satisfactory work in the opinion of the instructor
- **I** incomplete work in the opinion of the instructor
- **ZF** An incomplete which was not completed within one year of the

	<p>end of the course</p> <ul style="list-style-type: none"> • F unsatisfactory work in the opinion of the instructor; no credit is granted • W withdrawn from the course • IP course in progress • NR not reported for the course • Z a temporary designation given by the registrar indicating that the final grade has not been submitted by the instructor. When the final grade is filed in the Office of the Registrar, that grade will replace the Z.
<p>Activities</p>	<p>The syllabus is subject to change without notice.</p> <p>There will be a mid-term and final examination. The examinations will be a mixture of essay and objective questions, with the emphasis on essay or short answers. There are no quizzes in this course. Students will, however, be expected to be prepared and to participate in classroom discussion in as much as the learning process for this course is dependent on the classroom activities and cannot be learned through reading a text (which may or may not be used). As such, regular attendance is required. Students will be expected to participate in a classroom activity of negotiating a labor contract. The classroom presentation will require some out of classroom time to prepare with the team. As part of the negotiation process each team of management, and each team of labor representatives must complete a successful contract signed by both teams. In addition, each team is required to present a union or management, (depending on which team you are on), work book that includes the detailed minutes of each negotiation meeting.</p>
<p>Policy Statements: University Policies</p>	<p>University policies are provided in the current course catalog and course schedules. They are also available on the university website. This class is governed by the university's published policies. The following policies are of particular interest:</p> <p>Academic Honesty</p> <p>The university is committed to high standards of academic honesty. Students will be held responsible for violations of these standards. Please refer to the university's academic honesty policies for a definition of academic dishonesty and potential disciplinary actions associated with it.</p> <p>Drops and Withdrawals</p> <p>Please be aware that, should you choose to drop or withdraw from this course, the date on which you notify the university of your decision will determine the amount of tuition refund you receive. Please refer to the university policies on drops and withdrawals</p>

	<p>(published elsewhere) to find out what the deadlines are for dropping a course with a full refund and for withdrawing from a course with a partial refund.</p> <p>Special Services If you have registered as a student with a documented disability and are entitled to classroom or testing accommodations, please inform the instructor at the beginning of the course of the accommodations you will require in this class so that these can be provided.</p> <p>Disturbances Since every student is entitled to full participation in class without interruption, disruption of class by inconsiderate behavior is not acceptable. Students are expected to treat the instructor and other students with dignity and respect, especially in cases where a diversity of opinion arises. Students who engage in disruptive behavior are subject to disciplinary action, including removal from the course.</p> <p>Student Assignments Retained From time to time, student assignments or projects will be retained by The Department for the purpose of academic assessment. In every case, should the assignment or project be shared outside the academic Department, the student's name and all identifying information about that student will be redacted from the assignment or project.</p> <p>Contact Hours for this Course It is essential that all classes meet for the full instructional time as scheduled. A class cannot be shortened in length. If a class session is cancelled for any reason, it must be rescheduled.</p>
Course Policies	Classes will meet Saturdays from 0900 - 1730 with a 1hour lunch break.
Weekly Schedule	<p>Week 1 - 08/15/2009 - Chapters 1-7</p> <p>Week 2 - 08/29/2009 - Chapters 8-12 Mid - Term</p> <p>Week 3 - 09/05/2009 - Chapters 13 - 14 Form Negotiation Teams. Start initial contract strategies. Start contract negotiations.</p> <p>Week 4 - 09/19/2009 Negotiation of Labor Contract</p> <p>Week 5 - 10/17/2009 Negotiation of Labor Contract. Contract Due. Final Examination.</p>
Additional Information	This course is designed to develop the student's analytical ability to apply legal concepts under the NLRA as well as other employment laws, to practical real-life situations. Many of the students are HR Professionals who bring their collective experience to the classroom and who introduce

interesting and/or difficult practice applications of the Course subject matter. The student does not need to be an HR Professional to understand the Course content; however, it may take additional work for such a student to fully grasp the concepts and applications taught in this Course.

Note:

To achieve the objectives of this course, this syllabus may be revised at the discretion of the instructor without prior notification or consent of the student.

For Webster University policies and procedures, please refer to the Catalog and Student Handbook.

Reviewed by: Nicki Nance

Job Title: Faculty Coordinator

Date: 7/13/09