

<b>Course</b>	HRMG 5930 LABOR-MANAGEMENT RELATIONS	
<b>Term</b>	Spring 1, 2008	
<b>Instructor</b>	Name: Bryce DeWispelare Phone: 210-522-5815 Email: <a href="mailto:Bryce.dewispelare@swri.org">Bryce.dewispelare@swri.org</a> or <a href="mailto:Bdewispelare40@webster.edu">Bdewispelare40@webster.edu</a>	
<b>Catalog Description</b>	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.	
<b>Prerequisites</b>	HRMG 5000	
<b>Course Level Learning Outcomes</b>	<p>At the end of the course the student will be able to:</p> <ul style="list-style-type: none"> <li>• Explain the legal sources of Employer relationships with Labor Unions;</li> <li>• Explain the legal sources of Employer relationships with its Employees;</li> <li>• Identify and understand concept of union representation rights;</li> <li>• Identify and understand concepts related to Employer and Labor Organization obligations under the National Labor Relations Act;</li> <li>• Apply legal concepts to real life situations;</li> <li>• Learn to read case law and distill language of cases to understandable rules and concepts;</li> <li>• Develop an analytic framework for identifying and resolving legal issues between Employer and Employee and/or Employer and Labor Organizations</li> </ul>	
<b>Materials</b>	Textbook: Labor Relations and Collective Bargaining, 8th edition Authors: Michael Carrell and Christina Heavrin Publisher: Prentice Hall ISBN-10: 0131868721, ISBN-13: 9780131868724	
<b>Grading</b>	Mid-Term	30%
	Final	30%
	Case Study	25%
	Class Participation/Class Activity	15%

	<p><b>The GRADUATE catalog provides these guidelines and grading options:</b></p> <ul style="list-style-type: none"> <li>• <b>A/A-</b> Superior graduate work</li> <li>• <b>B+/B/B-</b> Satisfactory graduate work</li> <li>• <b>C</b> Work that is barely adequate as graduate-level performance</li> <li>• <b>F</b> Work that is unsatisfactory</li> <li>• <b>I</b> Incomplete work (granted for documented personal illness only)</li> </ul>
<b>Activities</b>	<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 and activities inasmuch as the learning process for this course is dependent on the classroom activities and cannot be learned through reading a text. As such, regular attendance is required. Students will be expected to participate in a classroom presentation/case study such as the handling of an arbitration case. The classroom presentation/case study will require some out of classroom time to prepare.</p>
<b>Policy Statements: University Policies And Course Policies</b>	<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><b>Academic Honesty</b> 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><b>Drops and Withdrawals</b> 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 (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><b>Special Services</b> 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><b>Disturbances</b> Since every student is entitled to full participation in class without interruption, disruption of class by inconsiderate behavior is not</p>

	<p>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><b>Student Assignments Retained</b>  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><b>Contact Hours for this Course</b>  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> <p><b>Late Assignments</b>  It is essential to participate in and turn in all in-class activities on time. A 10% penalty will be assessed for each day an assignment is late.</p>
<p><b>Weekly Schedule</b></p>	<p><b>Week 1: Welcome and Introduction- Chapters 1 &amp; 2</b></p> <p>Course Overview and Introductions  Labor Relations History &amp; Law  Workplace Changes  Should you Unionize</p> <p><b>Week 2: Collective Bargaining Agreement and Unfair Practices- Chapters 3 &amp; 4</b></p> <p>Bargaining Unit Determination  Representation Elections  Unfair Practices by Employers and Labor Organizations  Related Duties Owed by Each Party  Classroom Activity Part 1</p> <p><b>Week 3: Negotiating an Agreement and Wage Concerns- Chapters 5 &amp; 6</b></p> <p>Bargaining Techniques  Impasse, What Now  Wage Concerns by both Union and Management  Wage Adjustments  Classroom Activity Part 2</p>

	<p><b>Week 4: Benefit Issues and Job Security- Chapters 7 &amp; 8</b></p> <p>Required/Negotiated Benefits  Employee Services  Job Security Issues  Layoff Rights  Classroom Activity Part 3  Review for Midterm</p> <p><b>Week 5: Presentation/Case Study and Midterm (Chapters 1-6)</b></p> <p>Presentation/Case Study Discussion and Team Assignments For  Mock Negotiation/Arbitration  Midterm Examination</p> <p><b>Week 6: Implementing Collective Bargaining and Grievances-  Chapters 9 &amp; 10</b></p> <p>Contract Enforcement  Rights and Prohibited Conduct  Sources of Grievances  Disciplinary Procedures</p> <p><b>Week 7: Arbitration and Globalization- Chapters 11 &amp; 12</b></p> <p>Arbitration Rights  Arbitration Procedures  Labor Movements Worldwide  Labor Issues in Asia and Europe</p> <p><b>Week 8: Project Presentations  Review for Final Exam</b></p> <p><b>Week 9: Final Exam (Chapters 7 -12)</b></p>
<p><b>Additional Information</b></p>	<p>This course engages the student in both the academic aspect of labor relations as well as the practical application.</p>