Course: MGMT 421A Labor Relations - - Winter, 1999
Instructor: David V. Curtis
Office Hours Tuesdays 1:00 - 2:00
Thursdays 3:15 - 7:30
Telephone: (708) 534-4950 (Office)

Textbook: Sloane, Arthur A. and Witney, Fred
"Introduction to the Labor Management Relations
Act" (Handout);
"Partial Text of the Labor Management Relations
Act" (Handout);
Supplemental Readings and case studies will be
provided throughout the course.

Course Overview

This course deals with the history and current
organization, procedures, and laws that define the relationships
between management and organized labor in the United States in both
the private and public sectors. The readings in the textbook,
supplemented by numerous handouts from the instructor will provide
the background and framework for discussing particular cases.
These cases will help you better understand the complexities,
ambiguities and uncertainties of issues faced daily by union and
management representatives. In addition to weekly discussion of
the text, cases, and problems, you will participate in a mock
bargaining session.

You will have out-of-class writing assignments from time-to-
time, and will participate weekly in the discussion of particular
cases. During some of these case discussions, you will assume the
role of a labor or management representative. Representatives from
labor and management may visit the class to give their perspectives
on negotiations, contract management, grievances and arbitrations.
Every effort will be made to relate the course material to actual
situations that confront those representing both labor and
management.

It will be very important for you to keep current with the
assigned readings. Consequently, there will be unannounced quizzes
from time to time to encourage your preparation. The readings are
assigned on a weekly basis, and you will be responsible for that week's readings.

Course Objectives: Some of the more important objectives are to obtain:
* Knowledge of the history of the American labor movement;
* Knowledge of important laws and court decisions relating to labor/management relations;
* Knowledge of important issues faced by labor and management at the bargaining table;
* Knowledge about preparing for and conducting contract negotiations and grievances;
* Knowledge of contract administration and methods of dispute resolution.

Attendance: You are expected to attend class regularly, and to be on time. Part of your grade will be based on class participation, and the grades for unannounced quizzes cannot be made up.

Assignments: All out-of-class work is to be typed. Work submitted after the end of the class on the date due will be reduced by one letter grade for each week it is late. Some work will be individual and some will be team projects. You will have a mid-term examination, and a final examination (covering material over the entire trimester), one major paper (10-15 pages), and a mock negotiation. You will also participate in weekly discussions of cases and problems. The major paper should be on a subject relating to labor relations and must be approved by the instructor no later than the fifth week of the class.

Evaluation:
<table>
<thead>
<tr>
<th>Evaluation</th>
<th>Percentage</th>
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<tr>
<td>Final Examination</td>
<td>35%</td>
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<tr>
<td>Mid-Term</td>
<td>25%</td>
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<tr>
<td>Written Paper</td>
<td>20%</td>
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<tr>
<td>Mock Negotiation/Cases</td>
<td>10%</td>
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<tr>
<td>Unannounced Quizzes</td>
<td>10%</td>
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* The quizzes will be various combinations of true/false, fill-in-the-blank, multiple choice, and short answer.
* The mid-term and final examinations will be some of the same combinations as the quizzes plus essay questions.

The essay portions of your mid-term and final must observe the standard conventions of written English -- spelling, punctuation, grammar, syntax, and organization. Your paper will be marked down if your writing style interferes with the information you are attempting to communicate.
Some examinations may be "curved", but generally the grading standards will be:

- 90%--100% = A
- 80 -- 89 = B
- 70 -- 79 = C
- 60 -- 69 = D
- Below 59 = F

Class participation will be used to determine the final grade in borderline situations.

Reading Assignment Sequence

In addition to the readings noted below, cases and supplemental readings will be provided each week by the instructor. The sequence of readings may be adjusted to better prepare you for certain guest speakers.

Week of:

January 14 Course Introduction

January 21 Chapter 1, Organized Labor and the Management Community

January 28 "Introduction to the Labor Management Relations Act (LMRA)" (Handout); "Partial Text of the Labor Management Relations Act" (Handout); Readings from Chicago Tribune on Caterpillar Strike (Handout)

February 4 Chapter 2, The Historical Framework

February 11 Chapter 3, The Legal Framework

February 18 Chapter 4, Union Behavior: Structure, Government and Operation

February 25 Chapter 6, Administration of the Agreement

March 4 Midterm Examination

March 11 Chapter 5, At the Bargaining Table

March 18 Chapter 8, Economic Supplements Under Collective Bargaining

Chapter 9, Institutional Issues Under Collective Bargaining
March 25  Chapter 10, Administrative Issues Under Collective Bargaining
          Mock Negotiation Demands Due

April 1  Preparation for Mock Negotiation

April 8  Mock Negotiations

April 15 Course Review  WRITTEN PAPER DUE

April 2  FINAL EXAMINATION

Persons with Disabilities  It is the intention of Governors State University to support full participation of all students, regardless of physical ability level. Therefore, if any student needs consideration of her/his physical abilities in order to complete the course, please notify the instructor as soon as possible.