

GOVERNORS STATE UNIVERSITY
COLLEGE OF BUSINESS AND PUBLIC ADMINISTRATION

Course: MGMT 421 Labor Relations - - Fall, 1994

Instructor: David V. Curtis

Office Hours: Mondays 10:45-11:45
1:45-2:15
Wednesdays 10:45-11:45
1:45-2:15
Thursdays 6:30-7:30
Other times by appointment

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Textbook: Fossum, John A. Labor Relations, 5th. Edition, Irwin, 1992;
"Introduction to the Labor Management Relations Act" (Hand out);
"Partial Text of the Labor Management Relations Act" (Hand out)
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 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 will 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 on each Monday.

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. 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:	Final Examination	35%
	Mid-Term	25%
	Written Paper	15%
	Mock Negotiation/Cases	15%
	Unannounced Quizzes	10%

- * The quizzes will be various combinations of true/false, fill-in-the-blank, multiple choice, and short answer.
- * The mid-term examination will be some of the same combinations as for the quizzes plus one or more 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:

September 6	Course Introduction
September 12	Chapter 1, Introduction Chapter 2, The Evolution of American Labor I; Chapter 3, The Evolution of American Labor II
September 19	"Introduction to the Labor Management Relations Act (LMRA)" (Handout) "Partial Text of the Labor Management Relations Act" (Handout) Readings from Chicago Tribune of Caterpillar Strike (Handout)
September 26	Chapter 4, Labor Law and Federal Agencies; Chapter 5, Union Structure and Government Chapter 6, Union Organizing and Employer Response;
October 3	Chapter 7, The Environment for Bargaining Chapter 8, Wage and Benefit Issues in Bargaining Chapter 9, Nonwage Issues in Bargaining
October 10 12	Review MIDTERM EXAMINATION
October 17	Chapter 10, Contract Negotiations
October 24	Chapter 11, Impasses and Their Resolution; Chapter 12, Union-Management Cooperation

October 31 Chapter 13, Contract Administration
November 7 Chapter 14, The Arbitration of Grievances
Mock Negotiation Demands Due
November 14 Chapter 15, Public-Sector Labor Relations;
Chapter 16, Employee Relations in Nonunion
Organizations
November 21 Mock Negotiations
November 28 Mock Negotiations
December 5 Course Review **WRITTEN PAPER DUE**
December 12 **FINAL EXAMINATION**
December 14 **FINAL EXAMINATION**