

GOVERNORS STATE UNIVERSITY  
COLLEGE OF BUSINESS AND PUBLIC ADMINISTRATION

Course: MGMT 421A Labor Relations - - Winter, 1997

Instructor: David V. Curtis

Office Hours: Mondays 10:45-12:15  
Tuesdays 7:00-7:30 p.m.  
Wednesdays 10:00-12:15  
Thursdays 7:00-7:30  
Other times by appointment

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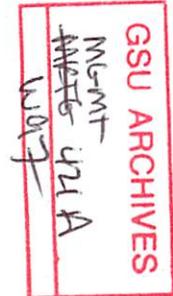
Textbook: Fossum, John A. Labor Relations, 6th. Edition, Irwin, 1995;  
"Introduction to the Labor Management Relations Act" (Handout);  
"Partial Text of the Labor Management Relations Act" (Handout);  
Supplemental Readings and case studies will be provided throughout the course.

### 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 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.

**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.

<b>Evaluation:</b>	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:

January 13	Course Introduction
January 20	Chapter 1, Introduction Chapter 2, The Evolution of American Labor
January 27	"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 3	Chapter 3, Labor Law and Federal Agencies; Chapter 4, Union Structure and Government
February 10	Chapter 5, Unions: Member and Leader Attitudes, Behaviors and Political Activities; Chapter 6, Union Organizing and Employer Response
February 17	Chapter 7, The Environment for Bargaining Chapter 8, Wage and Benefit Issues in Bargaining Chapter 9, Nonwage Issues in Bargaining
February 24	MIDTERM EXAMINATION
March 3	Chapter 10, Contract Negotiations

March 10 Chapter 11, Impasses and Their Resolution;  
Chapter 12, Union-Management Cooperation

March 17 Chapter 13, Contract Administration  
Chapter 14, Grievance Arbitration

March 24 Chapter 15, Public-Sector Labor Relations;  
Chapter 16, Employee Relations in Nonunion  
Organizations  
Mock Negotiation Demands Due

March 31 Preparation for Mock Negotiations

April 7 Mock Negotiations

April 14 Course Review **WRITTEN PAPER DUE**

April 21 **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.