

**MGT 470 – Labor Relations**

Course Schedule

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**Office Hours:** Before or after class, or by appointment

# Course Description

This course outlines the behavioral aspects of the management and collective bargaining agency relationship. Emphasis is placed on arbitration, mediation, conciliation and fact finding.

The course is divided into four parts:

* A historical overview of labor relations
* Elements of the collective bargaining process
* Cost of labor contracts to fund wages, benefits and job security
* Issues related to the implementation of a collective bargaining agreement This course is taught using a variety of techniques including:
* Lectures Live and Prerecorded
* Text readings
* Relevant Videos
* Class examples and discussion
* Case Studies
* Supplemental articles and readings

Credits: 3

Grading System: Letter Grade

# Grading Policy

The student's grade will be determined as follows:

|  |  |  |
| --- | --- | --- |
| **Assignment** | **Due Date** | **Percentage** |
| Chapter Quizzes | TBD | 40% |
| Mid Term | TBD | 20% |
| Final Exam | TBD | 20% |
| Class Work | TBD | 10% |
| Group Project | N / A | 5% |
| Attendance | N / A | 5% |
|  | **TOTAL** | **100%** |

# Grading Scale

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| --- | --- | --- |
| **Grade** | **Numeric Value** | **Standard** |
| A | 90-100 | Excellent |
| B+ | 85-89 |  |
| B | 80-84 | Good |
| C+ | 75-79 |  |
| C | 70-74 | Average |
| D\*\* | 60-69 | Minimum Passing |
| F | Below 60 | Failure |

\*\*For Aviation Training Institute students, minimum passing grade for all courses in the airframe and powerplant curriculum is a “C”.

# Incomplete Grades

Requests for Incomplete grades must be made in writing before the course ends, and after the mid- term has been passed.

# Course Schedule

## \*Course Schedule is subject to change

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| --- | --- | --- | --- | --- |
|  |  |  |  | **Estimated Assignment Times** |
| **Week** | **Sessio n** | **Topics** | **Text Chapters** | **Read** | **Homework:****Answer Questions Assigned (all chapters)** | **Study:****Review Notes for Exams (all chapters)** |
| **1** | **1** | Introduction to Course Introduction to Labor Relations | 1 | 1 | 1 | 1 |
| **2** | Introduction to Labor Relations Private Sector: History and Law | 1 & 2 | 1 | 1 | 1 |
| **2** | **3** | Private Sector: History and Law | 2 | 1 | 1 | 1 |
| **4** | Public Sector: History & Law | 3 | 1 | 1 | 1 |
| **3** | **5** | Collective Bargaining Process | 4 |  | 1 | 1 |
| **6** | Negotiations, Strategies, Tactics | 4 & 5 |  | 1 | 1 |
| **4** | **7** | Negotiating in Collective Bargaining | 6 |  | 1 | 1 |

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|  |  |  |  | **Estimated Assignment Times** |
| **Week** | **Sessio n** | **Topics** | **Text Chapters** | **Read** | **Homework:****Answer Questions Assigned (all chapters)** | **Study:****Review Notes for Exams (all chapters)** |
|  |  |  |  |  | 1 | 1 |
| **4** | **7** | Negotiating in Collective Bargaining | 6 |  | 1 | 1 |
| **8** | Wage and Salary Issues | 7 |  | 1 | 1 |
| **5** | **9** | Wage and Salary Issues | 7 |  | 1 | 1 |
| **10** | Employee Benefits | 8 |  | 1 | 1 |
| **6** | **11** | Employee BenefitsJob Security and Seniority | 8 & 9 |  | 1 | 1 |
| **12** | Job Security and Seniority | 9 |  | 1 | 1 |
| **7** | **13** | Unfair Labor Practice | 10 |  | 1 | 1 |
| **14** | Grievance and Disciplinary Procedures | 11 |  | 1 | 1 |

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|  |  |  |  | **Estimated Assignment Times** |
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| **8** | **15** | Arbitration Process | 12 |  | 1 | 1 |
| **16** | Comparative Global Relations | 13 |  | 1 | 1 |
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| Instructor：1663265874689Time：August 27, 2022 | Department head audited signature:1535883053(1) |