**【Industry and Labor Relations】**

SJQU-QR-JW-033（A0）

**Instructor**: Ray Axmacher

**Title:** Adjunct Professor

**Office:** International Programs

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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

**Prerequisites**

* MGT 110

**Course Objectives**

After successful completion of this course, students will have acquired understanding of the political, economic and social dynamics that drive the relationship between management and labor in both private industry and the public sector

**Course Outcomes**

After successful completion of this course, students will be able to apply:

* An understanding of the political, economic and social dynamics that drive the relationship between management and labor in both private industry and the public sector to situations in their respective work environments
* Perspectives on labor relations that will help them to operate more effectively in either unionized on non-unionized work environments

**Course Requirements**

**Assignments**

**Individual Assignment(s)**

**Readings**

Be prepared to discuss the readings assigned and described in the weekly schedule found later in this syllabus.

 **Critical Review of an Article**

Read and describe (i.e., summarize, discuss and critique) an article from a current publication on a Labor Relations issue.

**Group Assignment(s)**

This optional assignment requires work in groups of 4 to 5 members. You will study the Labor Relations history of an industry or specific company. You should be careful in deciding which industry or company you choose, and also exercise care in selecting your group mates.

**TESTS**

In addition to Chapter Quizzes, we will have a Mid Term exam and a Final Examination

**Required Text(s)**

|  |  |
| --- | --- |
| Text: | Labor Relations and Collective Bargaining, 10th Edition |
| ISBN: | ISBN-13: 978-0132730013ISBN-10: 0132730014 |
| Author(s): | Carrell, Michael R. & Heavrin, Christina |
| Publisher: | Pearson Publishing |

**Required Materials and Proficiencies**

* Text as noted above.
* Recommend a laptop running the standard Microsoft suite of productivity applications (i.e., Excel, PowerPoint, Word)
* Ability to access Vaughn’s D2L platform and view all class content, videos and materials.
* Supplementary articles from various sources as directed by the instructor
* Basic mathematical concepts
* Mid-level Excel (Spreadsheet)
* Basic PowerPoint (Presentation graphics)
* Basic MS-Word (Word Processing)

**Additional Reading List**

Articles as directed by the instructor.

**Grading Policy**

The student's grade will be determined as follows:

|  |  |  |
| --- | --- | --- |
| **Assignment** | **Due Date** | **Percentage** |
| Chapter Quizzes | TBD | 50% |
| Mid Term | TBD | 20% |
| Final Exam  | TBD | 20% |
| Assignments | TBD |  10% |
|  |  |  |
|  | **TOTAL** | **100%** |

**Grading Scale**

|  |  |  |
| --- | --- | --- |
| **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 |

**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**

|  |  |  |  | **Estimated Assignment Times** |
| --- | --- | --- | --- | --- |
| **Week** | **Session** | **Topics** | **Text Chapters** | **Read** | **Homework:** **Answer Questions Assigned (all chapters)** | **Study:** **Review Notes for Exams (all chapters)** |
| **1** |  **1** | Introduction to CourseIntroduction to Labor Relations | 1 | 1 | 1 | 1 |
| **2** | Introduction to Labor RelationsPrivate 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 |
| **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 |
| **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) |