



Course Syllabus

Version: ON 08.16

MGMT 3283

Employee & Labor Relations

Course Description

Provides human resources professionals with information on the laws and regulations that affect labor and employee relations, discipline, discharge, and grievance/dispute resolution.

Course Prerequisites

There are no prerequisites.

Required Materials

Fossum, John A. (2014). *Labor relations: Development, structure, process*. (12th ed.). New York, NY: McGraw-Hill Education.

Accreditation

Southern Wesleyan University is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools to award associate, baccalaureate, and masters degrees. Contact the Commission on Colleges at 1866 Southern Lane, Decatur, GA 30033-4097 or call 404-679-4500 for questions about the accreditation of Southern Wesleyan University.

Course Learning Outcomes

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

- Compare the development of labor movements, their structures and the manner in which processes are implemented in market economies.
- Identify and explain legislative laws from the employer and union perspective.
- Explain the organizational components of a union and the process & strategies for organizing and avoiding union organizing.
- Identify the process of negotiations and the economic impact of successful/unsuccessful bargaining.

Course Learning Assignments and Assessments

Grading

Session Discussions	15%
Assessments	25%
Individual Homework/Short Papers	25%
Individual Term Paper	25%
Individual Power Point	10%
Total	100%

Discussions –15%

Each student must post an initial response by 11:59pm on Thursday and reply to at least two classmates and faculty by 11:59pm on Sunday. Each posting should be substantive and comprehensive. Responses must be at least three to five sentences in length and add value to the discussion.

Assessments – 25%

Mid-term exam consist of 40 questions covering Chapters 1 – 11.

Final Exam consists of 40 questions covering Chapters 12 -17.

Individual Homework/Short Papers – 25%

Individual homework assignments should consist of one to two pages typed in APA format for Sessions One, Two, and Five.

Not to include title page or reference page.

Use at least two scholarly references.

Individual Term Paper and Draft- 25%

Part 1 Topic selection

Each individual will select an area of law to research. You will then submit your choice of area of law. The selection must be preapproved by the professor. Every student in the class will have a different topic. Selection of the area of employee relations/labor relations and associated topics will be on a first come, first served basis.

Some examples of topics include but are not limited to:

- Labor Relations: Topics – Negotiations, Contracts, Political involvement, Bargaining, evolution of the labor movement, Impasses and mediation, Grievances and arbitration
- Corporations: Topics – Environmental factors contributing to labor relations, wage and benefits affecting labor relations, nonwage issues, effects of impasses, Labor management and changing environments,
- Administrative Laws: Topics – Employment laws and Federal Legislation, NLRB, NRB, RLA, Impact on/by Corporate Management, Impacts on/by Union

Part 2 Individual Paper

The paper on the selected topic is based on good quality research, integrating relevant cases and current events where applicable. It must be between 7 to 8 pages (not including cover and reference pages); APA formatted and incorporates at least 8 scholarly and credible references (all these sources must actually be used in the paper and appropriately cited). Library research is required. The paper is due in Session Six.

This is the format:

- Introduction and Overview
- Topic: Why is topic important and how it is relevant, current research, how businesses are affected
- Supporting cases, current events: summarized and analyzed
- Impact on Business
- Ethical and Biblical principles applicable to the area
- Implications and Recommendations
- Conclusion/s
- Bibliography

Individual Power Point – 10%

Part 3 Presentation

Individuals will create a presentation integrating all their research topics for the area selected.

The presentation will be about 10 minutes per individual. The presentation should be cohesive and flow logically from one topic to another. Required:

- Introduction
 - Topics
 - Recommendations
 - Conclusion
- These presentations will be submitted in Session Seven. Each presentation should serve to inform and significantly increase the class' understanding of the topic. Be creative in the delivery of this presentation – use of video, skits, Prezi, PowerPoint, Voice over PowerPoint, roleplays and other means are encouraged. Copies of these audio/ visual aids must be uploaded in the appropriate Canvas space.

GRADE EQUIVALENCY TABLE

All grades are reported in a system of eleven letter grades designated as “A” through “F” with appropriate plus and minus additions reflecting the following scheme:

Percentage Value	Letter Grade
93-100	A
90-92	A-
86-89	B+
83-85	B
80-82	B-
76-79	C+
73-75	C
70-72	C-
65-69	D+
60-64	D
<60	F

Course Policies

Attendance Policy

Regular attendance is a key to success in the course. Please refer to the Attendance Policy outlined in the Catalog for full details of the SWU policy on attendance.

Hybrid courses are a combination of online and classroom activities. Students are expected to attend all campus class meetings as well as to adhere to posted online deadlines for assignments. Face-to-face sessions are held once a week for three hours, and attendance is mandatory. Classroom attendance will be taken in class by the instructor.

Online attendance is based on completion of at least one designated assignment by the due date/time posted within the course site for each session. Online activities may include lecture, assignments, readings, discussion forums, and assessments (e.g. quizzes, tests).

Late Assignment Policy

Assignments

Meeting assigned due dates is critical for demonstrating progress and ensuring appropriate time for instructor feedback on assignments. Students are expected to submit their assignments on or before the due date. Assignments are due by

midnight on the days specified. Students can expect a 20% reduction of their grade for each day an assignment is late. Students who submit assignments more than four days late will receive a grade of zero on the assignment.

In the case of extenuating circumstances (such as hospitalization, child birth, major accident, injury or bereavement), it is the responsibility of students to contact the instructor as soon as practicable. The instructor may waive the late penalty if the circumstances are justified.

Students must submit final course assignments no later than the last day of the term. No assignments are accepted after the last day of the term.

Discussions

Students must submit discussion board postings during the time frame indicated. Discussion board submissions will not be accepted for credit after the deadline.

Communication

The course site (Canvas) and SWU email are the primary tools for class communication, assignments, handouts, etc. All participants must have access to the course site and SWU e-mail and are expected to access them on a daily basis.

While it is important to maintain good communication with the instructor, Internet connectivity problems and home computer problems are not considered adequate excuses for missing assigned class work.

Technology Requirements

To be successful in this course, all participants are expected to ensure their technology equipment meets the [recommendations](#) provided by SWU's Technology Services.

Students requiring technical support related to their courses or other SWU-provided technologies should send an e-mail to helpdesk@swu.edu or call 864.644.5050.

Academic Honesty

Honesty in all matters - including honesty in academic endeavors - is a valued principle at Southern Wesleyan University. It is the expectation of the university that all those joining the academic program will act with integrity in all matters.

No forms of academic dishonesty will be tolerated. Students are encouraged to help each other maintain these high standards. All academic dishonesty should be reported to the faculty directly. Faculty, upon evidence of academic dishonesty (cheating, plagiarism, or misuse of another's intellectual property), either by voluntary confession, report of another student, or on the basis of work submitted, must follow the procedure outlined in the Catalog (under *Academic Honesty*). This includes but is not limited to a zero for the work involved, 10% course grade reduction, or a failing grade for the course. Unresolved cases may be appealed using the Appeal Process outlined in the Catalog (*Academic Honesty*).

Accommodations for Students with Disabilities

Southern Wesleyan University is committed to providing equitable access to learning opportunities for all students. Accommodations can be made for students with disabilities, as outlined in "Services for Students with Disabilities" found in mySWU's Student tab under The Learning Center. Any student desiring accommodations must send the request and all documentation to the Student Success Coordinator in Rickman Library 224. Call 864-644-5036 for more information.

Session One

Learning Outcomes	Assignments/Assessments
<p data-bbox="154 226 505 258">Each student will be able to</p> <ul data-bbox="203 300 756 583" style="list-style-type: none"><li data-bbox="203 300 756 363">• Discuss the process of methods utilized by unions.<li data-bbox="203 373 756 436">• Explain how labor relations are practiced in the United States.<li data-bbox="203 447 756 510">• Summarize hurdles the labor market encountered in its early days.<li data-bbox="203 520 756 583">• Identify and explain the importance of legislative laws affecting the labor market.	<p data-bbox="826 226 1045 258">Each student will</p> <ol data-bbox="875 289 1422 485" style="list-style-type: none"><li data-bbox="875 289 1422 321">1. Read Ch. 1-3.<li data-bbox="875 321 1422 384">2. Participate in Discussion Forums for this session as well as the Devotion.<li data-bbox="875 394 1422 485">3. Locate a current article related to the topics of discussion this week and prepare a 1-2 page review paper.

Session Two

Learning Outcomes	Assignments/Assessments
<p data-bbox="152 197 505 226">Each student will be able to</p> <ul data-bbox="203 268 792 621" style="list-style-type: none"><li data-bbox="203 268 792 369">• Explain the organizational components, functions, and governance of unions and how they relate to/involve membership.<li data-bbox="203 375 792 476">• Explain member participation and how national unions influence through political actions.<li data-bbox="203 483 792 543">• Identify factors that influence membership in a union.<li data-bbox="203 550 792 621">• Explain the process of organizing and the overall strategies for avoiding unionization.	<p data-bbox="823 197 1045 226">Each student will</p> <ol data-bbox="873 258 1419 499" style="list-style-type: none"><li data-bbox="873 258 1089 287">1. Read Ch. 4-7.<li data-bbox="873 291 1398 352">2. Participate in Discussion Forums for this session as well as the Devotion.<li data-bbox="873 357 1419 438">3. Write a 1-2 page paper reviewing membership and the factors that influence participation.<li data-bbox="873 443 1403 499">4. Submit topic for Individual Term Paper & Individual Power Point.

Session Three

Learning Outcomes	Assignments/Assessments
<p data-bbox="154 199 503 226">Each student will be able to</p> <ul data-bbox="203 268 795 655" style="list-style-type: none"><li data-bbox="203 268 795 331">• Explain the economic environment that influences collective bargaining.<li data-bbox="203 342 795 405">• Identify the prevalence of wage and benefit issues during contract negotiations.<li data-bbox="203 415 795 510">• Identify other issues associated with hours and terms of employment and how it might affect nonwage outcomes.<li data-bbox="203 520 795 655">• Identify the process of contract negotiations from union and management perspectives and analyze the structural steps involved to achieve mutual agreement or ratification.	<p data-bbox="826 199 1039 226">Each student will</p> <ol data-bbox="875 258 1396 388" style="list-style-type: none"><li data-bbox="875 258 1396 285">1. Read Ch. 8–11.<li data-bbox="875 289 1396 352">2. Participate in Discussion Forums for this session as well as the Devotion.<li data-bbox="875 357 1396 388">3. Complete Mid-term exam.

Session Four

Learning Outcomes	Assignments/Assessments
<p data-bbox="154 199 503 226">Each student will be able to</p> <ul data-bbox="203 268 795 619" style="list-style-type: none"><li data-bbox="203 268 795 367">• Identify possible causes that result in impasses and identify ways both parties can resolve.<li data-bbox="203 378 795 546">• Identify variations in union-management cooperation and their effects on interest-base bargaining, employee involvement, programs, gainsharing, labor-management partnerships related to work/organizational redesign.<li data-bbox="203 556 795 619">• Identify types and causes of disputes and how the contract is used to resolve them.	<p data-bbox="826 199 1047 226">Each student will</p> <ol data-bbox="868 262 1429 451" style="list-style-type: none"><li data-bbox="868 262 1429 289">1. Read Ch. 12-14.<li data-bbox="868 294 1429 357">2. Participate in Discussion Forums for this session as well as the Devotion.<li data-bbox="868 361 1429 451">3. Submit a draft and outline of the Individual Term Paper, including half of the proposed references.

Session Five

Learning Outcomes	Assignments/Assessments
<p data-bbox="152 197 505 226">Each student will be able to</p> <ul data-bbox="203 268 797 653" style="list-style-type: none"><li data-bbox="203 268 797 436">• Define arbitration, its legal place in labor relations, the process itself, difficulties associated with its practice, and the results associated with arbitration of employees discharge and discipline cases.<li data-bbox="203 447 797 653">• Explain the evolution of federal and state labor law, differences in coverage among jurisdictions and across occupations, union structure and organizational issues, bargaining methods and outcomes, and impasse procedures and their effectiveness.	<p data-bbox="823 197 1045 226">Each student will</p> <ol data-bbox="873 258 1398 478" style="list-style-type: none"><li data-bbox="873 258 1122 287">1. Read Ch. 15–16.<li data-bbox="873 289 1398 352">2. Participate in Discussion Forums for this session as well as the Devotion.<li data-bbox="873 359 1398 478">3. Select one case study from the two chapters and write a 1- 2 page paper answering questions associated with the case.

Session Six

Learning Outcomes	Assignments/Assessments
<p data-bbox="154 199 503 220">Each student will be able to</p> <ul data-bbox="203 262 755 409" style="list-style-type: none"><li data-bbox="203 262 755 409">• Compare the development of labor movements, their structure and the manner in which processes are implemented in market economies.	<p data-bbox="826 199 1177 220">Each student will be able to</p> <ol data-bbox="885 262 1404 388" style="list-style-type: none"><li data-bbox="885 262 1096 283">1. Read Ch. 17.<li data-bbox="885 289 1404 346">2. Participate in the Discussion Forums for this session as well as the Devotion.<li data-bbox="885 352 1291 388">3. Submit Individual Term Paper.

Session Seven

Learning Outcomes	Assignments/Assessments
<p data-bbox="154 199 503 226">Each student will be able to</p> <ul data-bbox="203 268 714 336" style="list-style-type: none"><li data-bbox="203 268 714 336">• Relate course concepts to the student's place of employment.	<p data-bbox="826 199 1175 226">Each student will be able to</p> <ol data-bbox="885 262 1393 378" style="list-style-type: none"><li data-bbox="885 262 1393 315">1. Participate in the Discussion Forum for this session as well as the Devotion.<li data-bbox="885 319 1295 346">2. Submit Individual Power Point.<li data-bbox="885 350 1193 378">3. Complete Final Exam.