

**UNIVERSITY OF SOUTH CAROLINA AIKEN
SCHOOL OF BUSINESS ADMINISTRATION**

**ABUS 378
LABOR RELATIONS
FALL SEMESTER - 2006**

INSTRUCTOR: Dr. Michael Ritchie
OFFICE: Business and Education Bldg. – Rm. 231
Office Hrs: Mon/Wed – 9:00 – 12:00
Tues/Thurs - 9:00 – 10:00
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TEXT: LABOR RELATIONS PROCESS
Holley, Jennings, & Walters - 8TH Ed.

COURSE DESCRIPTION

A study of the development and methods of labor unions and employee associations in an organization. Labor disputes, collective bargaining techniques, contents of contracts and public policies are analyzed from the standpoints of economics and the law. Topics covered in detail include employee representation, company unions, strikes, boycotts, lockouts, and trade agreements.

Prerequisite: Junior standing

Credit Hours: (3)

COURSE LEARNING OBJECTIVES

Upon successful completion of this course, the student should be able to:

- Describe the general nature of the labor union-management relationship, including why people join unions, why organizations resist unions, and trends in union membership.
- Identify and discuss major laws and the legal framework relating to labor and employment law (including the Wagner Act, the Taft-Hartley act, and the Landrum-Griffin Act).
- Describe the basic framework, structure, governance, and operations of a labor union.

- List and describe the steps in the collective bargaining process, including the issues in the various stages of the process, strategies used in the process, how bargaining power is acquired and used, and how bargaining structure is determined.
- Describe key terms relating to labor relations.
- Discuss collective bargaining approaches to economic supplements including pensions, health coverage, and other economic benefits.
- Describe collective bargaining and institutional issues such as managerial prerogatives and security clauses.
- Evaluate administrative issues relating to collective bargaining, such as seniority, work rules, production standards, discipline, plant closings, technological change, and safety/health.
- Explain typical processes and procedures with grievance and arbitration administration.
- Describe alternative dispute resolution techniques including conciliation, mediation, and mediation-arbitration.
- Discuss key issues concerning economic warfare approaches. Strikes, boycotts, and lockouts will be included.
- Demonstrate mastery of cases in labor relations management.

COURSE REQUIREMENTS

It is very important that you attend class, prepared to discuss and interact with the subject matter under review. I ask that you be punctual and interact with fellow students in a respectful and collegial manner.

Any makeup work must receive prior approval. I understand that unexpected situations do occur; however, I ask that you plan your work to minimize these situations.

All written assignments are expected to be typed and in proper format. Spelling and grammatical errors will not be accepted. Written assignments should include a cover sheet and be stapled in the upper left hand corner.

EXAMINATIONS

There will be three multiple choice/short answer tests administered during the semester.

CLASS PARTICIPATION

It is essential that you participate in class discussion. This is not only a learning tool, but also good practice for interaction in the work environment. I ask that you come to class prepared and that you offer your opinions readily.

GRADING POLICY

The final grade will be weighted as follows:

3 Tests (20% each)	60%
Negotiation Project	20%
Case Presentation	15%
Class Participation	<u>5%</u>
	100%

DISABLED STUDENT CLASSROOM ACCOMMODATION

If you have a physical, psychological, and/or learning disability which might affect your performance in this class, please contact the Office of Disability Services, 126A B&E, (803) 641-3609, as soon as possible. The Disability Services Office will determine appropriate accommodations based on medical documentation.

School of Business Administration Mission Statement:

The School of Business Administration focuses on creating a caring learning environment in its accredited undergraduate program at multiple locations. The program prepares students to successfully meet the dynamic global, technological, and ethical challenges of business and society.

**LABOR RELATIONS - AMGT 378
FALL 2006**

**B&E 234
3:05 – 4:30
TUES/THURS**

AUG 24	CHP. 1 – An Introduction to Labor Relations
AUG 29	CHP. 1 – The Parties Involved
AUG 31	CHP. 2 – The Evolution of American Labor
SEPT 5	CHP. 2 – Labor Unrest
SEPT 7	CHP. 3 – Labor Law and Federal Agencies
SEPT 12	CHP. 3 – Effects of Implementation –
SEPT 14	CHP. 4 – Union Structure and Government
SEPT 19	CHP. 4 – National Union Mergers – GROUP 1 PRESENTATION
SEPT 21	CHP. 5 – Member and Leader Attitudes
SEPT 26	CHP. 5 – Member Behavior and Political Activities
SEPT 28	TEST 1
OCT 3	CHP. 6 – Union Organizing Campaigns
OCT 5	CHP. 6 – The Role of the NLRB
OCT 10	CHP. 7 – Union Avoidance – GROUP 2 PRESENTATION
OCT 12	CHP. 7 – Strategic Approaches to Union Organizing
OCT 17	CHP. 8 – The Environment for Bargaining
OCT 19	FALL BREAK – HAVE FUN – COME BACK
OCT 24	CHP. 8 – Bargaining Structures
OCT 26	CHP. 9 – Wage and Benefit Issues
OCT 31	CHP. 9 – Union Effect on Wages – GROUP 3 PRESENTATION
NOV 2	CHP. 10 – Nonwage Issues in Bargaining
NOV 7	CHP. 10 – Union and Management Rights
NOV 9	TEST 2
NOV 14	CHP. 11 – Contract Negotiations
NOV 16	CHP. 11 – Theories of Labor Negotiations
NOV 21	CHP. 12 – Impasses and Their Resolutions
NOV 23	THANKSGIVING BREAK – EAT A LOT – COME BACK
NOV 28	CHP. 13 – Union-Management Cooperation
NOV 30	CHP. 14 – Contract Administration
DEC 5	CHP. 15 – Grievance Arbitration – GROUP 4 PRESENTATION
DEC 7	CHP. 16 – Public-Sector Relations CHP. 17 – Labor Relations in Market Economies
DEC 12	FINAL EXAM - 2:00 P.M.