

Chaminade University
Honolulu, Hawaii 96816

MGT409 Labor Relations
Instructor: Dr.Klauser
Phone: 739-4604 or 4611

COURSE TITLE: Labor Relations

TEXT: Holley and Jennings, The Labor Relations Process. 5th ed.

I. **COURSE DESCRIPTION:** This course seeks to provide advanced exposure to labor relations and collective bargaining in the United States. It analyzes the history, structure, and activities of labor unions, relevant labor legislation, nature and process of collective bargaining, dispute settlement procedures, and current labor relations issues.

II. **OBJECTIVES:** Upon completion of this course, the student is expected to be able to:

- a. Explain what gave rise to unions and why workers join or do not join labor organizations.
- b. Trace the evolution of the American labor relations system and the changing public policy towards unions.
- c. Understand the basic provisions of the major labor laws
- d. Explain the philosophy, structure, and strategy and operation of American labor unions.
- e. Understand the techniques, problems, and processes of contract negotiations.
- f. Understand the uses and limitations of dispute settlement procedures such as mediation, *fact-finding*, arbitration, strikes.
- g. Explain the difference between collective bargaining in the private sector and the public sector.
- h. Analyze the impact of collective bargaining on management and American life.
- i. Discuss current issues in labor relations, both public and private sectors.

III. **MAJOR ASSIGNMENTS**

1. Attend classes regularly and on time. If for unavoidable reasons you can not attend class, please let the Instructor know.
2. Study all the reading assignments.

3. Read daily papers and weekly news magazines to keep informed about current labor relations issues.
4. Take the tests and examinations as scheduled.
5. At the end of each chapter of your text, discussion questions are listed. For each chapter, the student is to select one question of his choice and answer the question in essay form. Each student is also expected to give an oral presentation on one of the questions.

Iv. **GRADING:**~The grading **policy** of Chaminade university as stated in the General Catalog will be followed:

Mid-term Examination	120 Points	(25% of final grade)
Final Examination	120 Points	(25% of final grade)
End-of-Chapter Essays	120 Points	(25% of final grade)
Class Participation	120 Points	(25% of final grade)

Grades

Letter grades are given in all courses except those taken on a credit/no credit basis. Grades are calculated from the student's daily work, class participation, **quizzes**, tests, term papers, reports, and the final examination. **They** are interpreted as follows,

- A Outstanding scholarship and an unusual degree of intellectual initiative.
- B Superior work done in a consistent and intellectual manner.
- C Average grade indicating a competent grasp of subject matter.
- D Inferior work of the lowest passing grade, is not satisfactory for fulfillment of prerequisite coursework.
- F Failed to grasp even the minimum subject matter; no credit given.
- FA Failure due to absence.
- P **Satisfactory** completion of course.
- W Withdrawal before published deadline.

Attendance

Students are expected to attend regularly all courses for which they are registered. They should notify their instructors when illness prevents them from attending class and make arrangements to complete missed assignments. **When** illness or personal reasons necessitate continued absence, the student should withdraw **officially** from all affected courses. Anyone who stops attending a course without **official** withdrawal may receive a failing grade.

Three or more unexcused absences may lead to a grade reduction for the course. Long-term unexcused absence may lead to loss of financial aid. Any absence of two weeks or more **must** be reported to the Dean of Arts and Sciences and the Registrar by the instructor. Federal regulations require continued attendance for continuing payment of **financial** aid. **If** attendance is not continuous, **financial** aid may be terminated.

16 Jan

General- Introduction Introduction to the course and subject **matter**. Discussion of current issues in labor relations.
Assignments: Text Chapter 1.

II. Theory of Unionism. Why do workers join or not join unions?
Assignments: Will be assigned in class. Write **Essay # 1.**

23 Jan

III. History of Labor Organizations in the United States.

Assignments: Text Chapter 2; and write Essay # 2.

30 Jan

Sector. labor relations in the Private
Assignments: Text *Ch. 3*; and write Essay 1-3,

V. Labor Unions Today

Assignments: Text Ch. 4 and write Essay # 4.

6 Feb

Mid-Term Examination

6 Feb

VI. The Collective Bargaining Process

Gaining Union Recognition.

Assignments: Text Ch. 5 and write Essay # 5

13 Feb

The Negotiation Process.

Assignments: Text Ch. 6 and write Essay # 6

Resolving Negotiation Impasses.

Assignments: Text Ch. 7 and write Essay # 7

20 Feb

Contract Administration.

Assignments: Text Ch. 8 and write Essay # 8

Grievance Arbitration.

Assignments: Text Ch. 9 and write s y # 9

Employee Discipline

Assignments: Text *ch.* 10 and write Essay # 10

27 Feb

Main Provisions of a Labor Contract

Assignments: Text Ch. 11, 13 and write Essay # 11.
Also read Text 12, 76-681.

6 Mar

VII LABOR RELATIONS IN THE PUBLIC SECTOR

Assignments: Text Ch. 14 and write Essay # 12

13 Mar

VIII. LABOR RELATIONS IN MULTINATIONAL CORPORATIONS AND IN OTHER COUNTRIES.

Assignments: Text Chapter 15.

A

I LIFE

Assignments: Text Chapter 10.

20 Mar

FINAL EXAMINATION