



**MGMT 2120**  
**Labor Management Relations**  
**COURSE SYLLABUS**  
**Online**  
**Spring Semester 2016**

Semester: Spring 2016  
Course Title: Labor Management Relations  
Course Number: MGMT 2120  
Credit Hours/ Minutes: 3/2250

Class Location: GVTC/Blackboard  
Class Meets: Via Internet / 15 wks  
CRN: 40074

Instructor: Vicki Spivey  
Office Hours: 10:00—11:30 and 2:00—4:00 Monday-Thursday  
Office Location: Office 831 Gillis Building  
Email Address: [vspivey@southeasterntech.edu](mailto:vspivey@southeasterntech.edu) (Preferred communication from students)  
Phone: 912-538-3175  
Fax Number: 912-538-3106

**REQUIRED TEXT:** Labor Relations, 13<sup>th</sup> edition, Sloan/Witney, 2010, Prentice Hall, 10: 0136077188

**REQUIRED SUPPLIES & SOFTWARE:** Black, blue or red ink pens, no. 2 lead pencils, erasers, thumb drive, jump drive, USB, etc., and 3-subject notebook, Browser should be IE 7 or higher or Mozilla Firefox 2.0 or higher.

Note: Although students can use their smart phones and tablets to access their online course(s), exams, discussions, assignments, and other graded activities should be performed on a personal computer. Neither Blackboard nor GVTC provide technical support for issues relating to the use of a smart phone or tablet so students are advised to not rely on these devices to take an online course.

**COURSE DESCRIPTION:** Provides a student with an overview of the relationship of rank and file employees to management in business organizations. The nature of the workplace, the economic foundations of work organizations, and the history of the relationship between management and labor is examined. The course acquaints the student with the principles of developing positive relationships between management and labor within the context of the legal environment governing labor relations.

**MAJOR COURSE COMPETENCIES:** Topics include: the nature of the American workplace; the economic history of business organizations, the historical roots of labor-management relations; adversarial and cooperative approaches to labor relations; the legal framework of labor relations; employee-employer rights; collective bargaining and union organizing processes; union and nonunion grievance procedures; international labor relations; and the future of labor-management relations in a changing economy.

**PREREQUISITE(S):** Provisional Admission

**COURSE OUTLINE:**

1. Nature of the American Workplace
2. The Economic History of Business Organizations
3. The Historical Roots of Labor Management Relations
4. Adversarial and Cooperative Approaches to Labor Relations
5. The Legal Framework of Labor Relations
6. Employer-Employee Rights
7. Collective Bargaining and Union Organizing Processes
8. Union and Nonunion Grievance Procedures,
9. International Labor Relations

## 10. The Future of Labor-Management Relations in a Changing Economy

**GENERAL EDUCATION CORE COMPETENCIES:** STC has identified the following general education core competencies that graduates will attain:

1. The ability to utilize standard written English.
2. The ability to solve practical mathematical problems.
3. The ability to read, analyze, and interpret information.

All students pursuing a degree, a diploma, or a Technical Certificate of Credit with a General Education component will be required to pass the General Education Competency Exams prior to graduation.

**STUDENT REQUIREMENTS (Online):** Students are expected to complete all work required by the instructor, and to attend the required proctored campus exam. The student is expected to complete all work each week. Exams and assignments must be completed on the specified date. There are no makeup exams and students who miss an exam will be assigned a grade of zero. Assignments may be turned in early and exams are posted for 7 days. Please do not wait until the last moment to submit in case you have Internet problems with your computer. Homework Assignments **will not be graded after the due date on Mondays at 11:59 pm resulting in a zero (0)**. Class participation is required for successful completion of the course. All online students must pledge that they have read and understand the *STC Catalog* within the first three days of class. **Online students are responsible for checking e-mails and Blackboard announcements DAILY Monday-Thursday**. Books are required on the **first day** of the semester.

**ONLINE ATTENDANCE:** It is the student's responsibility to be academically engaged each week doing course related activities. The completion dates of these activities will be used to determine a student's last date of attendance in the event a student withdraws, stops attending, or receives an F in a course. Students will not be withdrawn by an instructor for attendance; however, all instructors will keep records of graded assignments and student participation in course activities. Students will be expected to complete all work required by the instructor as described in the individual course syllabus.

Students will have at least one week to complete tests and assignments. All tests and homework assignments are due before 11:59 pm on Monday of each week. Exceptions to the due dates of assignments due to jury duty, military duty, court duty, or required job training will be made at the discretion of the instructor.

**SPECIAL NEEDS ADDENDUM:** *Students with disabilities who believe that they may need accommodations in this class based on the impact of a disability are encouraged to contact Jan Brantley, Room 1208 Swainsboro Campus, 478-289-2274, or Helen Thomas, Room 108 Vidalia Campus, 912-538-3126, to coordinate reasonable accommodations.*

### **PREGNANCY**

Southeastern Technical College does not discriminate on the basis of pregnancy. However, we can offer accommodations to students who are pregnant that need special consideration to successfully complete the course. If you think you will need accommodations due to pregnancy, please advise me and make appropriate arrangements with the Special Needs Office. Swainsboro Campus: Jan Brantley Room 1208 (478) 289-2274 -- Vidalia Campus: Helen Thomas Room 108 (912) 538-3126.

**WITHDRAWAL PROCEDURE:** Students wishing to officially withdraw from a course(s) or all courses after the drop/add period and prior to the 65% portion of the semester (date will be posted on the school calendar) must speak with a Career Counselor in Student Affairs and complete a Student Withdrawal Form. A grade of "W" is assigned when the student completes the withdrawal form from the course.

Students who are dropped from courses due to attendance (see your course syllabus for attendance policy) after drop/add until the 65% point of the semester will receive a "W" for the course. Abandoning a course(s) instead of following official withdrawal procedures may result in a grade of 'F' being assigned.

After the 65% portion of the semester, the student will receive a grade for the course. (Please note: A zero will be given for all missed assignments.)

There is no refund for partial reduction of hours. Withdrawals may affect students' eligibility for financial aid for the current semester and in the future, so a student must also speak with a representative of the Financial Aid Office to determine any financial penalties that may be assessed due to the withdrawal. All grades, including grades of 'W', will count in attempted hour calculations for the purpose of Financial Aid.

**Remember** - Informing your instructor that you will not return to his/her course does not satisfy the approved withdrawal procedure outlined above.

**PROCTORED EVENT REQUIREMENT(S) (Online):** In order to validate student identity for all online courses, students enrolled in online courses are required to complete one proctored event per online course. The proctored event may be a major exam, assignment, or presentation, etc. that will count a **minimum of 20% of the course grade**. Online students will be required to take the Proctored Event on the instructor's home campus; the event will be monitored by the instructor or another STC employee. Students must attend one of the scheduled proctored sessions and will need to make arrangements with work, childcare, etc. The specific dates of the proctored event are scheduled on the Lesson Plan/Calendar for the online course. Students living further than 75 miles from campus who cannot come to Southeastern Tech for the event must secure an approved proctoring site. The site and the proctor must meet Southeastern Technical College's requirements (instructor will provide more information and necessary forms if this is the case). Note: Students taking proctored events off campus will utilize the Proctor Scheduling and Approval Form found under the Proctoring Tab in Blackboard and submit the completed form to their instructor for approval a **minimum of two weeks prior** to the proctored event. If approved, the instructor will notify the proctor.

Students arranging off-campus proctoring must take the event on the same day(s) it is originally scheduled. Students who do not complete the proctored event as scheduled must submit a valid documented excuse within three business days after the scheduled event. If the excuse is approved, students must make arrangements with the instructor to makeup/reschedule the missed event. The penalty and makeup instructions will be at the instructor's discretion. **Students who do not complete the proctored event will receive an F in the course.**

As published on STC's website, any expenses incurred to obtain a proctor will be the responsibility of the student; however, students are not charged a proctoring fee when taking the proctored exam on the campus of Southeastern Tech. Most of Georgia's technical colleges do not charge to proctor exams for students enrolled in other TCSG colleges. Students who are enrolled at Southeastern Technical College and live out of the state of Georgia or out of the country could incur a proctoring charge. However, in that instance, the instructor would assist the student in locating the least expensive proctor.

**The required proctored exam for this class is April 6, Wednesday, at 8:30 am in the Medical Technology (Gillis Building) on the Vidalia campus or April 7, Thursday, at 2:30 pm Building 8, Lab 8141 on the Swainsboro campus. You must come by office 831 to sign in on the Vidalia campus. Chapters 9-10 will be covered on the computerized proctored exam. You must attend on one of the two days listed or you will receive an F in the course. There are no makeup proctored exams.**

**EXIT EXAM:** All students are required to take the Exit Exam during their last semester.

**MAKEUP GUIDELINES:** No make-up exams are allowed and there are no exceptions. If Internet or

browser failure occurs, contact the instructor immediately by email. A decision will be made at that time if the exam will be reset. Only one test will be reset per semester if the instructor is notified in time according to the instructions in Blackboard. Homework Assignments **will not be graded after the due date (Monday at 11:59 pm) resulting in a zero (0).**

**ACADEMIC DISHONESTY POLICY:** The STC Academic Dishonesty Policy states All forms of academic dishonesty, including but not limited to cheating on tests, plagiarism, collusion, and falsification of information, will call for discipline. The policy can also be found in the STC Catalog and Student Handbook.

#### **Procedure for Academic Misconduct**

The procedure for dealing with academic misconduct and dishonesty is as follows:

##### **--First Offense--**

Student will be assigned a grade of "0" for the test or assignment. Instructor keeps a record in course/program files and notes as first offense. The instructor will notify the student's program advisor, academic dean, and the Registrar at the student's home campus. The Registrar will input the incident into Banner for tracking purposes.

##### **--Second Offense--**

Student is given a grade of "WF" for the course in which offense occurs. The instructor will notify the student's program advisor, academic dean, and the Registrar at the student's home campus indicating a "WF" has been issued as a result of second offense. The Registrar will input the incident into Banner for tracking purposes.

##### **--Third Offense--**

Student is given a grade of "WF" for the course in which the offense occurs. The instructor will notify the student's program advisor, academic dean, and the Registrar at the student's home campus indicating a "WF" has been issued as a result of second offense. The Vice President for Student Affairs, or designee, will notify the student of suspension from college for a specified period of time. The Registrar will input the incident into Banner for tracking purposes.

**STATEMENT OF NON-DISCRIMINATION:** Southeastern Technical College does not discriminate on the basis of race, color, creed, national or ethnic origin, gender, religion, disability, age, disabled veteran, veteran of Vietnam Era or citizenship status, (except in those special circumstances permitted or mandated by law). This school is in compliance with Title VI of the Civil Rights Act of 1964, which prohibits discrimination on the basis of race, color, or national origin; with the provisions of Title IX of the Educational Amendments of 1972, which prohibits discrimination on the basis of gender; with the provisions of Section 504 of the Rehabilitation Act of 1973, which prohibits discrimination on the basis of handicap; and with the American with Disabilities Act (ADA).

**GRIEVANCE PROCEDURES:** Grievance procedures can be found in the Catalog and Handbook located on STC's website.

**ACCESS TO TECHNOLOGY:** Students can now access [Blackboard](#), Remote Lab Access, Student Email, Library Databases (Galileo), and BannerWeb via the mySTC portal or by clicking the Current Students link on the STC website at [www.southeasterntech.edu](http://www.southeasterntech.edu).

#### **GRADING POLICY**

Homework Assignments	35%
Discussion Board	10%
Tests	25%
Proctored Exam	20%
Internet Presentation	10%

#### **GRADING SCALE**

A: 90-100
B: 80-89
C: 70-79
D: 60-69
F: 0-59

#### **TCSG GUARANTEE/WARRANTY STATEMENT:**

*The Technical College System of Georgia guarantees employers that graduates of State Technical Colleges shall possess skills and knowledge as prescribed by State Curriculum Standards. Should any*

**DISCUSSION BOARD GRADING RUBRIC**

<b><u>No. of Posts</u></b>	<b><u>No. of Replies</u></b>	<b><u>Initial Grade</u></b>	<b><u>Errors</u></b>	<b><u>Point Reduction</u></b>
1 or more	1 or more	<b>100</b>	Spelling	-5 each
1 or more	0	<b>50</b>	Grammatical	-5 each
0	0	<b>0</b>	Length (4-5 min over 7 words each)	-20 per sentence
			Thoughtful Content	-20 per sentence

*graduate employee within two years of graduation be deemed lacking in said skills, that student shall be retrained in any State Technical College at no charge for instructional costs to either the student or the employer.*

**MGMT 2120 LABOR MANAGEMENT RELATIONS  
SPRING SEMESTER 2016 LESSON PLAN**

Date	Chap / Less	Content	Assignments & Tests Due	Comp Area
Jan 11	Ch 1	<b>Setting the Stage</b> <b>Organized Labor and the Management Community: An Overview</b> <b>The Staying Power of Unions</b> <b>The Broad Statistics</b> <b>The Concentration of Unionism</b> <b>The Importance of Blue-Collar Workers to Unions</b> <b>White-Collar Employees</b> <b>Labor's Primary Cause for Concern</b> <b>Some Probable Explanations</b> <b>Unions and the Media</b> <b>Union Leadership</b> <b>Unique General Properties of White-Collar Workers</b> <b>Some Grounds for Union Optimism</b> <b>Union Economic Gains</b> <b>New Types of Union Members</b> <b>New Leadership</b> <b>Changing White-Collar Employee Working Conditions</b> <b>Labor's Present Strategic Power</b> <b>Why Worker's Join Unions</b> <b>Physiological Needs</b> <b>Safety Needs</b> <b>Social Needs</b> <b>Higher Needs</b> <b>Why Managers Resist Unions</b> <b>Labor Relations Consultants</b> <b>Labor Relations In the Public Sector</b> <b>The Growth of Public-Sector Unionism: Some Explanations</b> <b>Legal Developments</b> <b>The Lag of Remuneration Package</b> <b>The Spirit of the Times</b> <b>Other Possible Explanations</b> <b>The Public-Employee Unionist: The Strike Issue</b> <b>Arguments Regarding the Right to Strike</b> <b>Public Employees and Harder Times</b>	<b>Type Student Pledge</b>  <b>Type Student Introduction</b>  <b>Work on Chapter 1 Homework</b>  <b>Work on Ch 1 Discussion Board</b>	<b>A, C, 1, 2, 3</b>
12				
13				
14				
18	Ch 2	<b>The Environmental Framework</b> <b>The Historical Framework</b> <b>The Eighteenth Century: Genesis of the American Labor Movement</b> <b>The First Unions and Their Limited Successes</b> <b>Revival, Innovation, and Disillusionment</b> <b>Laying the Foundation for Modern Unionism and Some Mixed Performances</b> <b>The Rise and Fall of the Knights of Labor</b> <b>The Formation of the AFL and its Realistic</b>	<b>Chapter 1 Homework &amp; Discussion Board due</b>  <b>Work on Chapter 2 Homework</b>  <b>Work on Ch 2 Discussion Board</b>	<b>A, C, 2, 3</b>

		<b>Master Plan</b> <b>The Early Years of the AFL and Some Mixed Results</b> <b>Wartime Gains and Peacetime Losses</b> <b>The Great Depression and the AFL's Resurgence in Spite of Itself</b> <b>The Norris-LaGuardia Act</b> <b>The National Industrial Recovery Act</b> <b>The Wagner Act</b> <b>The CIO's Challenge to the AFL</b> <b>World War II</b> <b>Public Reaction and Private Merger</b> <b>The Enactment of the Taft-Hartley</b> <b>Prelude to the Merger</b> <b>Organized Labor since the Merger</b> <b>The Elusive White-Collar Sector</b> <b>Labor and Public Opinions</b> <b>Union Excesses</b> <b>Restrictive Legislation</b> <b>More Responsible Employee Relations</b> <b>AFL-CIO Leadership Prior to 1995</b> <b>John J. Sweeney and a New Leadership</b> <b>Aggressiveness</b> <b>The Rise of a New Rivalry</b>		
19				
20				
21				
25	Ch 3	<b>The Legal Framework</b> <b>The Era of Judicial Control</b> <b>The Norris-LaGuardia Act of 1932</b> <b>The Wagner Act of 1935</b> <b>Employer Unfair Labor Practices</b> <b>Employee Representation Elections</b> <b>The Taft-Hartley Act of 147</b> <b>Unfair Union Labor Practices</b> <b>The Rights of Employees as Individuals</b> <b>Right-to-Work Legislation</b> <b>Direct Presentation of Grievances</b> <b>Restricted Dues Checkoff</b> <b>Other Employee Rights</b> <b>The Rights of Employers</b> <b>National Emergency Strikes</b> <b>Other Taft-Hartley Provisions</b> <b>Coverage of Health-Care Workers</b> <b>Administration Changes in the Law</b> <b>The Landrum-Griffin Act of 1959</b> <b>Union Election Provisions</b> <b>Trusteeship Provisions</b> <b>Union Officer Qualification Provisions</b> <b>Financial Requirements</b> <b>Provisions Relating to Employer Activities</b> <b>Public Policy in Recent Years</b> <b>The Thrust of the NLRB in the 1980s and Early 1990s</b> <b>The Gould Era</b> <b>The Last Years of the Clinton Board</b> <b>Other Labor Victories</b> <b>The Advent of Another Republican President</b> <b>Permanent Replacement for Strikers:</b>	<b>Chapters 1-2 Test posted 01/25—02/01</b>  <b>Chapter 2 Homework &amp; Discussion Board due</b>  <b>Work on Chapter 3 Homework</b>  <b>Work on Ch 3 Discussion Board</b>	A, C, 5

		<b>Another Worry for Labor</b>		
26				
27				
28				
Feb 1	Ch 4	<b>Union Behavior: Structure, Government, and Operation</b> <b>The AFL-CIO</b> <b>Relationship to National Unions</b> <b>Merger of AFL-CIO Affiliates</b> <b>Enforcement of Federation Rules</b> <b>Advantages of Affiliation</b> <b>Structure and Government of the AFL-CIO</b> <b>State and Substate Bodies</b> <b>Functions and Problems of the Federation</b> <b>Change to Win</b> <b>The National Union</b> <b>Relationship to Locals</b> <b>Service in Collective Bargaining</b> <b>The Regional or District Office</b> <b>Multiemployer Bargaining</b> <b>Additional National Union Services</b> <b>Other Functions of the National Union</b> <b>Government of the National Union</b> <b>National Union Officers</b> <b>The Local Union</b> <b>Where the People Are</b> <b>Local Union Officers</b> <b>Functions of the Local Union: Relations with Management</b> <b>Judicial Procedures</b> <b>Political Activities</b> <b>Other Functions and Problems</b> <b>Union Finances</b>	<b>Ch 1-2 Test due</b>  <b>Chapter 3 Homework &amp; Discussion Board due</b>  <b>Work on Chapter 4 Homework</b>  <b>Work on Ch 4 Discussion Board</b>	<b>A, C, 1, 6</b>
2				
3				
4				
8	Ch 5	<b>At the Bargaining Table</b> <b>Preparation for Negotiations</b> <b>The Growing Complexities of Contracts</b> <b>Sources of Information</b> <b>Other Prerequisites for Bargaining</b> <b>The Bargaining Process: Early Stages</b> <b>The Bargaining Process: Later Stages</b> <b>Trading Points and Counterproposals</b> <b>Costing Out the Contractual Changes</b> <b>The Bargaining Process: Final Stages</b> <b>The Strike Deadline</b> <b>Why Strikes Occur at All</b> <b>Crisis Situations</b> <b>Bypassing the Difficult Issues</b> <b>Human Relations Mistakes</b> <b>The Advance Framing of Alternatives</b> <b>Joint Study Groups</b> <b>Mediation</b> <b>Testing and Proofreading</b> <b>Coordinated Bargaining, Multinationals, and Unions in Other Countries</b>	<b>Chapter 3-4 Test posted 02/08—02/15</b>  <b>Ch 4 Homework &amp; Discussion Board due</b>  <b>Work on Chapter 5 Homework</b>  <b>Work on Ch 5 Discussion Board</b>	<b>A, C, 7</b>



		<b>Boulwarism: A Different Way of Doing Things Some Further Complexities</b>		
9				
10				
11				
15	Ch 6	<b>Grievances and Arbitration</b> <b>Grievance Procedure</b> <b>Grievances Illustrated</b> <b>Grievance Procedure: Its Flexibility</b> <b>Grievance Procedure and Harmonious Labor Relations</b> <b>Arbitration</b> <b>Growth of Arbitration</b> <b>The Trilogy Cases</b> <b>Post-Trilogy Developments</b> <b>Characteristics of Arbitration</b> <b>Limitations to Arbitration</b> <b>Arbitration Hearings</b> <b>Responsibilities of the Arbitrator</b> <b>Ethical Considerations</b> <b>Past Practice</b> <b>“Fairness”</b> <b>Other Responsibilities of Arbitrators</b> <b>Awards and Opinions</b> <b>The Arbitrator as Scapegoat</b> <b>The Years Ahead</b> <b>Selection of the Arbitrator</b> <b>Permanent versus Ad Hoc Arbitrators</b> <b>Mini-Arbitration</b> <b>Grievance Mediation</b>	<b>Ch 3-4 Test due</b>  <b>Chapter 5 Homework &amp; Discussion Board due</b>  <b>Work on Chapter 6 Homework</b>	A, C, 4, 8
16				
17				
18				
22	Ch 7	<b>Wage Issues Under Collective Bargaining</b> <b>Determination of the Basic Wage Rate</b> <b>Comparative Norm</b> <b>Other Factors Regarding the Use of the Comparative Norm</b> <b>Ability to Pay</b> <b>Other Ability-to-Pay Considerations</b> <b>Cost of Living</b> <b>Escalator Clauses</b> <b>How Escalators Work</b> <b>Wage Reopeners</b> <b>Wage and Price Control</b> <b>Wage Differentials</b> <b>Overtime and Flextime</b> <b>Overtime</b> <b>Flextime</b> <b>Job Evaluation and Job Comparison</b> <b>Job Evaluation</b> <b>Job Comparison</b> <b>Concessionary Bargaining</b> <b>Two-Tier Wage Systems</b>	<b>Chapters 5-6 Test posted 02/22—02/29</b>  <b>Chapter 6 Homework due</b>  <b>Work on Chapter 7 Homework</b>	A, C, 5
23				

24				
25				
29	Ch 8	<p>Economic Supplements Under Collective Bargaining</p> <p>Pension and Retirement Plans</p> <p>Major Pension Features</p> <p>Tax-Deferred Retirement Savings Plans</p> <p>Vacations with Pay</p> <p>Holidays with Pay</p> <p>Negotiated Health-Insurance Plans</p> <p>Dismissal Pay</p> <p>Reporting Pay</p> <p>Supplementary Unemployment Benefit Plans</p>	<p><b>Ch 5-6 Test due</b></p> <p>Chapter 7 Homework due</p> <p>Work on Chapter 8 Homework</p>	A, C, 7
Mar 1				
2				
3				
7	Ch 9	<p>Institutional Issues Under Collective Bargaining</p> <p>Union Membership as a Condition of Employment</p> <p>Forms of Union Security</p> <p>Right-to-Work Laws</p> <p>The Checkoff</p> <p>Union Obligations</p> <p>Wildcat Strikes</p> <p>Other Strike Considerations</p> <p>Other Union Obligations and Constraints</p> <p>Managerial Prerogatives</p> <p>The Residual Theory of Management Rights</p> <p>The Trusteeship Theory of Management Rights</p> <p>Codetermination and Unions in the Boardroom</p> <p>Employee Stock Ownership Plans</p> <p>Quality of Work Life Programs</p> <p>Saturn's Ambitious QWL Program</p>	<p>Chapter 7-8 Test posted 03/07—03/14</p> <p>Chapter 8 Homework due</p> <p>Work on Chapter 9 Homework</p>	A, C, 7
8				
9				
10				
14	Ch 10	<p>Administrative Issues under Collective Bargaining</p> <p>Seniority</p> <p>Units for Seniority</p> <p>Limitations on Seniority</p> <p>Seniority in Transfers</p> <p>Exceptions to the Seniority System</p> <p>An Overall Evaluation</p> <p>Seniority versus Affirmative Action</p> <p>Supreme Court Decisions in the 1980s</p> <p>The Civil Right Act of 1991 and a 1005</p> <p>Supreme Court Ruling</p> <p>Seniority and Disability Rights</p> <p>Discharge and Discipline</p> <p>The Need for Proof</p> <p>The Need for Meaningful Communication</p>	<p><b>Ch 7-8 Test due</b></p> <p>Chapter 9 Homework due</p> <p>Work on Chapter 10 Homework</p>	A, ,C, 10

		<b>Mitigating Circumstances</b> <b>Safety and Health of Employees</b> <b>The Occupational Safety and Health Act and its Consequences to Date</b> <b>Criticisms of OSHA</b> <b>A More Aggressive Approach</b> <b>Some Mixed Results</b> <b>Labor Activities Regarding Safety and Health</b> <b>Production Standards and Staffing</b> <b>Technological Change</b> <b>The Threat to Jobs</b> <b>Union-Sought Avenues for Cushioning the Employment Impact of Technological Change</b> <b>Plant Closings</b>		
15				
16				
17				
21		<b>Study for Proctored Exam</b>	<b>Chapter 10 Homework due</b>	<b>A, ,C, 5</b>
22				
23				
24				
28		<b>SPRING BREAK</b>		
29		<b>SPRING BREAK</b>		
30		<b>SPRING BREAK</b>		
31		<b>SPRING BREAK</b>		
Apr 4				
5				
6		<b>Proctored Exam: 8:30 am (see syllabus for details)</b>	<b>Chapters 9-10</b>	<b>A, C, 1-10</b>
7		<b>Proctored Exam: 2:30 pm (see syllabus for details)</b>	<b>Chapters 9-10</b>	<b>A, C, 1-10</b>
11		<b>Work on Internet Presentation</b>		
12				
13				
14				
18				
19				
20				
21				
25			<b>Internet Presentation Due</b>	
26				
27				
28				
May 2		<b>SEMESTER ENDS</b>		

**Instructor reserves the right to make any changes needed to the syllabus and lesson plan.**

**\* Competency Areas:**

1. Nature of the American Workplace
2. The Economic History of Business Organizations
3. The Historical Roots of Labor Management Relations
4. Adversarial and Cooperative Approaches to Labor Relations
5. The Legal Framework of Labor Relations
6. Employer-Employee Rights
7. Collective Bargaining and Union Organizing Processes
8. Union and Nonunion Grievance Procedures,
9. International Labor Relations
10. The Future of Labor-Management Relations in a Changing Economy

**\*\*General Core Educational Competencies**

- a) The ability to utilize standard written English.
- b) The ability to solve practical mathematical problems.
- c) The ability to read, analyze, and interpret information.