



## MGMT 2120 Labor Management Relations

### COURSE SYLLABUS

Online

Summer Semester 2020

#### COURSE INFORMATION

Credit Hours/Minutes: 3/2250

Campus/Class Location: Georgia Virtual Technical Connection (GVTC)/Blackboard

Class Meets: Via Internet for 9 weeks

Course Reference Number (CRN): 60055

Preferred Method of Contact: [Tina Jernigan tjernigan@southeasterntech.edu](mailto:Tina.Jernigan@southeasterntech.edu)

#### INSTRUCTOR CONTACT INFORMATION

Instructor Name: Tina Jernigan

Campus/Office Location: Vidalia/Gillis Building Office 807

Office Hours: 2:00-4:30 p.m. Monday-Thursday or via appointment

Email Address: [Tina Jernigan tjernigan@southeasterntech.edu](mailto:Tina.Jernigan@southeasterntech.edu).

Phone: (912) 538-3123

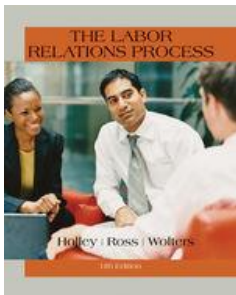
Fax Number: (912) 538-3106

#### SOUTHEASTERN TECHNICAL COLLEGE (STC) CATALOG AND HANDBOOK

Students are responsible for all policies and procedures and all other information included in Southeastern Technical College's [Catalog and Handbook](http://www.southeasterntech.edu/student-affairs/catalog-handbook.php) (<http://www.southeasterntech.edu/student-affairs/catalog-handbook.php>).

#### REQUIRED TEXT

The Labor Relations Process, 11<sup>th</sup> edition Holley, William Jr., CENGAGE, ISBN: 978-1-305-57620-9. **Note: Students may choose to purchase the bound book OR the Cengage Unlimited Access Code to obtain the e-book. Both are NOT required. Mind Tap is NOT required for this class.**



#### REQUIRED SUPPLIES & SOFTWARE

Students will be required to use Microsoft Word for this class. Try not to use an older version. If you do, do not use one older than 2013. Do **NOT** use WordPad or another processing app to complete assignments in.

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.

Students should not share login credentials with others and should change passwords periodically to maintain security.

## **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. Case studies, readings, and role-plays are used to simulate workplace applications in labor relations.

## **PREREQUISITE(S)**

None

## **COURSE OUTLINE**

1. The Nature of the American Workplace
2. The Economic History of Business Organizations
3. Historical Roots of Management-Labor 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 Relations in a Changing Economy

## **GENERAL EDUCATION CORE COMPETENCIES**

Southeastern Technical College (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.

## STUDENT REQUIREMENTS (ONLINE)

Assigned work must be created in Microsoft Word, saved, uploaded, and attached for grading in Blackboard. A grade of zero will be assigned for any work not submitted. No make-up or late work is allowed for this class.

**All tests and assignments are due at 11:59 p.m. on Monday of each week.** Students are expected to communicate frequently through college email and discussion boards. College email is accessed at <https://portal.office.com>, under Quick links on our webpage, or in the menu of our Blackboard course. Books and/or course materials 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" (Failing 0-59) 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 assignments are due at 11:59 p.m. on Monday 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.

## STUDENTS WITH DISABILITIES

Students with disabilities who believe that they may need accommodations in this class based on the impact of a disability are encouraged to contact the appropriate campus coordinator to request services.

**Swainsboro Campus:** Macy Gay [mgay@southeasterntech.edu](mailto:mgay@southeasterntech.edu), 478-289-2274, Building 1, Room 1210

**Vidalia Campus:** [Helen Thomas](mailto:hthomas@southeasterntech.edu) [hthomas@southeasterntech.edu](mailto:hthomas@southeasterntech.edu), 912-538-3126, Building A, Room 165

## SPECIFIC ABSENCES

Provisions for Instructional Time missed because of documented absences due to jury duty, military duty, court duty, or required job training will be made at the discretion of the instructor.

## 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 arrangements with the appropriate campus coordinator.

**Swainsboro Campus:** Macy Gay [mgay@southeasterntech.edu](mailto:mgay@southeasterntech.edu), 478-289-2274, Building 1, Room 1210

**Vidalia Campus:** [Helen Thomas](mailto:hthomas@southeasterntech.edu) [hthomas@southeasterntech.edu](mailto:hthomas@southeasterntech.edu), 912-538-3126, Building A, Room 165

It is strongly encouraged that requests for consideration be made **PRIOR** to delivery and early enough in the pregnancy to ensure that all the required documentation is secured before the absence occurs. Requests made after delivery **MAY NOT** be accommodated. The coordinator will contact your instructor to discuss accommodations when all required documentation has been received. The instructor will then discuss a plan with you to make up missed assignments.

## WITHDRAWAL PROCEDURE

Students wishing to officially withdraw from a course(s) or all courses after the drop/add period and prior to the 65% point of the term in which student is enrolled (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" (Withdrawn) is assigned for the course(s) when the student completes the withdrawal form. Important – Student-initiated withdrawals are not allowed after the 65% point. After the 65% point of the term in which student is enrolled, the student has earned the right to a letter grade and will receive a grade for the course. Please note: Abandoning a course(s) instead of following official withdrawal procedures may result in a grade of "F" (Failing 0-59) being assigned.

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

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. A grade of "W" will count in attempted hour calculations for the purpose of Financial Aid.

#### **Online Proctored Event Withdrawals**

Students who do not complete the proctored exam for an online class on the scheduled date and do not present a valid excuse within three business days of the scheduled event will be withdrawn from the course with a "WF" (Withdrawn Failing) and will be disabled in their online class. If the proctored event is scheduled during final exams, any student who misses the proctored exam will receive an "F" for the course.

#### **PROCTORED EVENT**

Due to the uncertainties of COVID-19, this event will not be proctored for Summer Semester 202016. Students will complete the event, but will not be required to come on campus to do it.

#### **MAKEUP GUIDELINES (TESTS, QUIZZES, HOMEWORK, PROJECTS, ETC...)**

Failure to take tests will result in a grade of zero. No make-up tests are allowed. If internet or browser failure occurs while taking a test, contact instructor immediately. A decision will be made at that time if the test will be reset. The instructor reserves the right to deduct points from the test scores for exceeding the scheduled time limit on the tests and/or requiring the student to come to campus to take the test.

#### **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 Handbook.

#### **PROCEDURE FOR ACADEMIC MISCONDUCT**

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

##### **1. 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.

##### **2. Second Offense**

Student is given a grade of "WF" (Withdrawn Failing) 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.

### 3. 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 third 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

The Technical College System of Georgia (TCSG) and its constituent Technical Colleges do not discriminate on the basis of race, color, creed, national or ethnic origin, gender, religion, disability, age, political affiliation or belief, genetic information, disabled veteran, veteran of the Vietnam Era, spouse of military member, or citizenship status (except in those special circumstances permitted or mandated by law). This nondiscrimination policy encompasses the operation of all technical college-administered programs, federally financed programs, educational programs and activities involving admissions, scholarships and loans, student life, and athletics. It also applies to the recruitment and employment of personnel and contracting for goods and services.

All work and campus environments shall be free from unlawful forms of discrimination, harassment and retaliation as outlined under Title IX of the Educational Amendments of 1972, Title VI and Title VII of the Civil Rights Act of 1964, as amended, the Age Discrimination in Employment Act of 1967, as amended, Executive Order 11246, as amended, the Vietnam Era Veterans Readjustment Act of 1974, as amended, Section 504 of the Rehabilitation Act of 1973, as amended, the Americans With Disabilities Act of 1990, as amended, the Equal Pay Act, Lilly Ledbetter Fair Pay Act of 2009, the Georgia Fair Employment Act of 1978, as amended, the Immigration Reform and Control Act of 1986, the Genetic Information Nondiscrimination Act of 2008, the Workforce Investment Act of 1998 and other related mandates under TCSG Policy, federal or state statutes.

The Technical College System and Technical Colleges shall promote the realization of equal opportunity through a positive continuing program of specific practices designed to ensure the full realization of equal opportunity.

The following individuals have been designated to handle inquiries regarding the nondiscrimination policies:

<b>American With Disabilities Act (ADA)/Section 504 - Equity- Title IX (Students) – Office of Civil Rights (OCR) Compliance Officer</b>	<b>Title VI - Title IX (Employees) – Equal Employment Opportunity Commission (EEOC) Officer</b>
Helen Thomas, Special Needs Specialist Vidalia Campus 3001 East 1 <sup>st</sup> Street, Vidalia Office 165 Phone: 912-538-3126 Email: <a href="mailto:hthomas@southeasterntech.edu">Helen Thomas</a> <a href="mailto:hthomas@southeasterntech.edu">hthomas@southeasterntech.edu</a>	Lanie Jonas, Director of Human Resources Vidalia Campus 3001 East 1 <sup>st</sup> Street, Vidalia Office 138B Phone: 912-538-3230 Email: <a href="mailto:ljonas@southeasterntech.edu">Lanie Jonas</a> <a href="mailto:ljonas@southeasterntech.edu">ljonas@southeasterntech.edu</a>

## ACCESSIBILITY STATEMENT

Southeastern Technical College is committed to making course content accessible to individuals to comply with the requirements of Section 508 of the Rehabilitation Act of Americans with Disabilities Act (ADA). If you find a problem that prevents access, please contact the course instructor.

## 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 [Southeastern Technical College Website \(www.southeasterntech.edu\)](http://www.southeasterntech.edu).

## TECHNICAL COLLEGE SYSTEM OF GEORGIA (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 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.*

## GRADING POLICY

Assessment/Assignment	Percentage
Homework Assignments	45%
Discussion Boards	10%
Tests	25%
Proctored Event/Exam <b>(due to the uncertainties of COVID-19, this event will not be proctored for Summer Semester 202016. Students will complete the event, but will not be required to come on campus to do it.</b>	20%

## GRADING SCALE

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

# MGMT 2120-Labor Management Relations

## Summer Semester 2020 Lesson Plan

Date/Week	Chapter/Lesson	Content	Assignments and Tests Due Dates	Competency Area
Tuesday May 26		<b>First Day of the Semester!</b>	<b>Required Orientation Assignments:</b> -Click the Getting Started link on the course menu in the Blackboard course and complete the Getting Started items including the Pledge Quiz and Student Introduction. -Make contact with instructor via email to reserve spot and intent on completing the class.	
Week 1 May 26- June 1	Chapter 1	Union-Management Relationships in Perspective	-Read Chapter 1 <b>Graded:</b> -Case Study 1-1 Pages 37-38 -Case Study 1-2 Pages 38-40 -Discussion Board 1 -Chapter 1 Test <b>Chapter 1 assignments, test, and Discussion Board 1 due Monday, June 1, 11:59 p.m.</b>	1 a,c

Date/Week	Chapter/Lesson	Content	Assignments and Tests Due Dates	Competency Area
Week 2 June 2-8	Chapter 2	The History of Labor-Management Relations	-Read Chapter 2 <b>Graded:</b> -Exploring the Web Activity #1 Page 82 -Exploring the Web Activity #3 Page 82 -Discussion Board 2 -Chapter 2 Test <b>Chapter 2 assignments, test, and Discussion Board 2 due Monday, June 8, 11:59 p.m.</b>	2,3 a,c
Week 3 June 9-15	Chapter 3	Legal Influences	-Read Chapter 3 <b>Graded:</b> -Case Study 3-1 Page 128 -Case Study 3-4 Pages 132-133 -Discussion Board 3 -Chapter 3 Test <b>Chapter 3 assignments, test, and Discussion Board 3 due Monday, June 15, 11:59 p.m.</b>	5,8 a,c
Week 4 June 16-22	Chapter 4	Unions and Management: Key Participants in the Labor Relations Process	-Read Chapter 4 <b>Graded:</b> -Case Study 4-1 Pages 194-195 -Case Study 4-2 Pages 195-196 -Discussion Board 4 -Chapter 4 Test <b>Chapter 4 assignments, test, and Discussion Board 4 due Monday, June 22, 11:59 p.m.</b>	4,5 a,c



Date/Week	Chapter/Lesson	Content	Assignments and Tests Due Dates	Competency Area
Week 5 June 23-29	Chapter 5 and 6	Why and How Unions Are Organized Negotiating the Labor Agreement	-Read Chapter 5 and 6 <b>Graded:</b> -Case Study 5-6 Pages 257-258 Case Study 5-9 Pages 261-262 -Case Study 6-5 Pages 323-324 -Discussion Board 5 -Chapter 5/6 Test <b>Chapter 5 and 6 assignments, test, and Discussion Board 5 due Monday, June 29, 11:59 p.m.</b>	7,8 a,c
Week 6 June 30- July 6	Chapter 7 and 8	Economic Issues Administrative Issues  <b>HOLIDAY-MONDAY, JULY 6</b>  <b>NOTE: SHIFT IN DUE DATE BY ONE DAY TO JULY 7.</b>	-Read Chapter 7 and 8 <b>Graded:</b> -Case Study 7-3 Pages 381-383 -Exploring the Web Activity #4 Page 423 -Case 8-1 Page 433 -Chapter 7/8 Test <b>Chapter 7 and 8 assignments and test due Tuesday, July 7, 11:59 p.m.</b>	2,5 a,c
Week 7 July 7-13	Chapter 9 and 10	Resolving Negotiation (Interest) Disputes and the Use of Economic Pressure Contract Administration	-Read Chapter 9 and 10 <b>Graded:</b> -Case Study 9-2 Pages 487-489 -Case Study 10-2 Pages 534-535 <b>Chapter 9 and 10 assignments due Monday, July 13, 11:59 p.m.</b>	7,8 a,c

Date/Week	Chapter/Lesson	Content	Assignments and Tests Due Dates	Competency Area
Week 8 July 14-20	Chapter 11 and 12	Labor and Employment Arbitration Employee Discipline	-Read Chapter 11 and 12 <b>Graded:</b> -Case Study 11-3 Pages 597-598 -Case Study 12-2 Pages 641-646 <b>-Proctored Exam (Chapters 9, 10, and 11)</b> <b>Chapter 11 and 12 assignments due Monday, July 20, 11:59 p.m.</b>	6,7,8 a,c
Week 9 July 21-27	Chapter 13 and 14	Labor Relations in the Public Sector Labor Relations in Multinational Corporations and Other Countries	-Read Chapter 13 and 14 <b>Graded:</b> -Case Study 13-1 Pages 694-695 -Exploring the Web Activity #4 Page 748 -Chapter 13/14 Test <b>Chapter 13 and 14 assignments and test due Monday, July 27, 11:59 p.m.</b>	9, 10 a,c
Wednesday July 29		<b>SUMMER SEMESTER ENDS</b>		

**MGMT 2120 Competency Areas:**

1. The Nature of the American Workplace
2. The Economic History of Business Organizations
3. Historical Roots of Management-Labor 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 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.

## GRADING SCALE AND ADDITIONAL COURSE INFORMATION

- **Three points** will be assessed per error on assignments. Instructor reserves the right to deduct more for careless errors. Homework must be keyed in Microsoft Word, saved, attached, and uploaded in Blackboard for grading. If homework is not submitted as a Word document, it will **NOT** be graded and will result in a grade of zero. Spell check and proof your work to avoid point deductions. Must use proper spelling, capitalization, grammar, complete sentences, etc. This is a college class so please take the time to proof your work. Answer questions thoroughly. Always key the question(s) and then your response underneath the question. Number all questions. Homework will only be graded from the appropriate chapter links in Blackboard. Do NOT email homework to me. You are strongly encouraged to work ahead on homework. Do not wait until the night before it is due to complete in case you have personal problems, computer problems, or other issues in Blackboard. No extensions will be given.
- Ten points will automatically deducted for not keying your name and assignment information on your Word documents. **For example, Tina Jernigan, MGMT2120, Chapter 1 Homework.** Take ownership of your work! This will be enforced to make sure students are following instructions for assignments.
- Five discussion boards will be completed weeks 1-5. These count 10 percent of the final grade and are required. Students must post at least two comments to each discussion board. This means at least one original comment/response/thought and at least one reply to another student in class. These cannot be posted late.
- Chapter tests will be taken in Blackboard for this class. Chapter tests will be objective type tests including question types such as true/false, multiple choice, matching, etc. No books or notes are allowed when you take your exams.
- Proctored exam is scheduled during week 8. See lesson plan for scheduled dates. The proctored exam for this class is over Chapters 9, 10, and 11.

**\*REVISED SUMMERSEMESTER 2020**

**\*\*INSTRUCTOR RESERVES THE RIGHT TO CHANGE GRADING SCALE AT ANY POINT DURING THE SEMESTER.**

**MGMT 2120 DISCUSSION BOARD GRADING RUBRIC**

# of Discussion Posts	# of Discussion Replies	Grade	Due Date, Length, Grammar and Spelling Requirements
1	1	100	<p>Students who post their initial discussion board response to the discussion board topic and reply to at least one other students' post will be given a 100 on the assignment if the post is turned in by the due date, contain 4-5 sentences and free of grammatical and spelling errors. The student will receive a one point deduction for each grammatical and spelling error in both their response and reply. A 10 point deduction will be given for any response or reply that is not 4-5 sentences in length. No credit will be given for any response or reply that is an answer of "yes/no" or "I agree/disagree."</p>
1	0	70	<p>Any student that does not respond to at least one other students' post will not receive a grade above 70. The grade of 70 will be the highest grade that the student will be able to receive on the discussion post if the post is turned in by the due date, contain 4-5 sentences and free of grammatical errors and spelling errors. The student will receive a one point deduction for</p>

# of Discussion Posts	# of Discussion Replies	Grade	Due Date, Length, Grammar and Spelling Requirements
			each grammatical and spelling error in their response. A 10 point deduction will be given for any response that is not 4-5 sentences in length.
0	1	50	Students who only respond to a classmate's discussion post will not receive a grade above 50. The grade of 50 will be the highest grade that the student will be able to receive on the discussion response if the response is turned in by the due date, contain 4-5 sentences and free of grammatical errors and spelling errors. The student will receive a one point deduction for each grammatical and spelling error in their reply. A 10 point deduction will be given for any reply that is not 4-5 sentences in length.
0	0	0	Students will receive a 0 on the discussion topic if the student does not post an answer or response to one other students' post by the due date.