

**Instructor:** Joy L. Dakich, Teaching Professor // [dakich@umnsl.edu](mailto:dakich@umnsl.edu) // Office Hrs: Mon/Wed by Appointment  
**Course Materials:** The Labor Relations Process 10th Ed. W. Holley/K. Jennings Dryden Press

**COURSE OBJECTIVE:**

- Provide a comprehensive introduction to the Labor-Management relationship and the Collective Bargaining process.
- Understanding the historical development and current application of the CB process in methods of negotiation.
- Development of legal rights of employees and employers as determined by federal labor law legislation.
- Differences in rules for private sector and public sector union formation, bargaining rights, and collective actions.
- Identify the financial, political, and employment impact on US organizations linked to the globalization of businesses.

**IN-PERSON/ON CAMPUS COURSE PARTICIPATION:**

• Students are strongly encouraged to discuss work experiences as a means of integrating class material with actual situations in the "working world". Experience in union and non-union work is of equal interest and importance. It is expected that students will take an active role in the discussion of issues generated within the class.

**EVALUATION:**

• A combination of conceptual learning and behavioral practices will be used to provide a greater understanding of the labor-management relationship. These areas will be assessed through exams and projects.

**Exams:** Take-home, research-based, utilizing material presented in class discussion and handouts linked to the text. Missing a scheduled test distribution will require making arrangements with the instructor to obtain the exam.

**Projects:** Prepared for specific dates and will involve both individual and group written and oral presentations.

**Late Work:** Unless advance arrangements have been made with the instructor, the following will apply:

- Work turned in late after a due date will lose 10% of the graded value of the work.
- Late work will only be accepted within 1 week of original test date.

**Semester Grading Scale**

**Grade Notations**

435 - 418 A	Exam 1: 100 pts	Union Profile: 30 pts
399 - 382 B+	Exam 2: 100 pts	Negotiation Project: 50 pts
381 - 364 B		
363 - 346 B-		
345 - 328 C+		
327 - 310 C	Exam 3: 100 pts	International Labor Analysis: 55 pts
309 - 292 C-		
291 - 274 D		
273 - 000 F		

**Extra Credit Work:**

- Extra credit points are earned through projects distributed in class, based on current labor-management issues.
- ECW is only distributed in class, and late work is not accepted.
- ECW points are added to total points earned during the semester.

If you find that you are having any difficulty understanding the material presented in class or the text, it is important to discuss the situation with the instructor as soon as possible.

If you experience a work or personal situation that you believe could significantly impact your progress in the course, it is critical to discuss this with the instructor as soon as possible so that any accommodation can be assessed and agreed upon by the instructor and the student.

• Email responses will be made as soon as possible.

January 22 – February 19

- Chapter 1 - Union-Management Relationships in Perspective
  - Chapter 2 - Evolution of Labor-Management Relationships
  - Chapter 3 - Legal Influences on Organized Labor
  - Chapter 4 - Goals and Strategies of Union and Management
- Project I: Union Profile Presentation – Monday, February 10 - 30 pts

EXAM I Wednesday, February 19

February 24 – March 19

- Chapter 5 - Why and How Unions Are Organized
- Chapter 6 - Negotiating the Labor Agreement
- Chapter 7 - Economic Issues
- Chapter 8 - Administrative Issues

EXAM II Wednesday, March 19

March 31 – May 2

- Chapter 9 - Resolving Impasses and Developing Cooperation
  - Chapter 12 - Employee Discipline
  - Chapter 10 - Contract Administration
  - Chapter 11 - Labor Arbitration
- Project II: Negotiation Exercise - Monday, April 14 – Wednesday, April 16 - 50 pts

- Chapter 14 - Labor Relations in the Public Sector: Research Portion of Exam III

EXAM III Monday, April 28

May 5 – May 7

- Chapter 15 - Labor Relations in Multinational Corporations/Other Countries: Group Project
- Project III: Group Presentation: International Labor Analysis – Monday, May 5 – Wednesday, May 7 - 55 pts

•All work in the course is to be done independently unless otherwise directed by the instructor.

•Group projects will require independent preparation prior to project presentation.

•All Projects and Exercises are to be typed and stapled.

•Include your name and student number on each page of all assignments.