Labor-Management Relations

Meeting Times

Lecture

Thursday 6-10:00 p.m.
Online

This is a blended course. Because of centralized scheduling, we will meet from 6 to 8:30 p.m. Students will also be assigned a weekly discussion question provided by the instructor through Canvas. Using the discussion platform on Canvas, students will be required to provide critical thinking and discussions issues related to current, real world issues in managerial leadership. The discussion question will open after we meet and close at midnight that same night. Please plan accordingly.

- Lecture Time 6-8:30 p.m.
- Discussion Questions: 8:30 p.m. – 10:00 p.m.

Contact Information
Instructor: Joe Volpe

Email: josephvolpe44@webster.edu
Office: 5014549034

Description

Students examine legislation concerning labor-management relations and focus special attention on contract negotiations, contract administration, and the creative resolution of employee-management differences in the context of a formal contract. The course focus is on employee relations characterized as being outside of a negotiated agreement.

Outcomes

At the end of the course the student will be able to:

- Explain the legal sources of Employer relationships with Labor Unions;
- Explain the legal sources of Employer relationships with its Employees;
- Identify and understand concept of union representation rights;
- Identify and understand concepts related to Employer and Labor Organization obligations under the National Labor Relations Act;
- Apply legal concepts to real life situations;
- Learn to read case law and distill language of cases to understandable rules and concepts;
- Develop an analytic framework for identifying and resolving legal issues between Employer and Employee and/or Employer and Labor Organizations.

Required Textbook

online Hard Copy Labor Relations

Author: Budd
Publisher: MCG
Edition: 6th
ISBN: 978-1260260502

Deliverables

There will be a mid-term and final examination. The examinations will be a mixture of essay and multiple choice questions requiring critical thinking. Additionally, students will engage in a collective bargaining exercise for grade.
Students will required to give a presentation based on course subject matter for grade. The classroom presentation and collective bargaining exercise will require some out of classroom time to prepare.

Quizzes are a possibility for this course. Students will be expected to be prepared and to participate in classroom discussion inasmuch as the learning process for this course is dependent on the classroom activities and cannot be learned through reading a text (which may or may not be used). As such, regular attendance is required.

## Evaluation

### Criteria

Course Total of 100 Points:

- Midterm 20 Points
- Final Exam 20 Points
- Collective Bargaining Exercise 20 Points
- Presentation 20 Points
- Participation and Attendance 21 Points (This includes 3 points weekly for the discussion questions)

### Grading Scale:

<table>
<thead>
<tr>
<th>Grade</th>
<th>Points</th>
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<tbody>
<tr>
<td>A</td>
<td>96 – 100</td>
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<tr>
<td>A-</td>
<td>91 – 95</td>
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<tr>
<td>B+</td>
<td>87 – 90</td>
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<tr>
<td>B</td>
<td>82 – 86</td>
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<td>B-</td>
<td>78 – 81</td>
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<tr>
<td>C</td>
<td>70 – 77</td>
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<tr>
<td>F</td>
<td>69 and Below</td>
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### Schedule
Week 1

Overview of Employment and Labor Law; Chapter 1 - Students will have read and be prepared to discuss Chapter 1 material. Students should be prepared to discuss the objective of labor relations; conflicting goals v. balancing rights; contemporary pressures for management and labor; and relevance of labor unions. Students will be instructed how to perform legal analysis. Discussion of research paper. For Week 2 students will have met with their groups and prepared a plan for their in class presentation.

Engage in class discussion for week 1 on Canvas.

Week 2

Chapters 2 and 3
Students will have read and be prepared to discuss Chapters 2 and 3 to include the worthiness of unions; schools of thought about employment relationship; relevance of labor problems; the effects of unionism; resolution of labor problem; historical development of unions. Students will also turn in a draft introduction of their research paper to be graded.

Engage in class discussion for week 2 on Canvas.

Week 3

Chapters 3 and 4
Conclude discussion on Chapter 3. Discussion of various labor laws to include the NLRA, Norris Laguardia, and Taft-Hartley. Discussion of other issues to include regulation of unions; public sector labor law, and NLRB decisions.

Engage in class discussion for week 3 on Canvas.

Week 4

Chapter 4 and Review for mid-term exam; Chapter 5
discussion will begin to include labor and management strategies, structures, and constraints.

Engage in class discussion for week 4 on Canvas.

Week 5

MIDTERM EXAMINATION

Week 6
Chapters 5 and 6; Discussion of union and management strategies; labor relations environment; union organization; representative elections; and campaigning issues.

Engage in class discussion for week 6 on Canvas and Prepare for Collective Bargaining Exercise with your respective teams.

**Week 7**

Chapters 6 and 7  
Discussion of union organization continued; and collective bargaining issues.

**COLLECTIVE BARGAINING EXERCISE**

Engage in class discussion for week 7 on Canvas.

**Week 8**

Chapters 7 and 8  
Discussion of collective bargaining issues continued; begin discussion impasses, strikes and dispute resolution. **IN CLASS PRESENTATIONS FOR GRADE**

Engage in class discussion for week 8 on Canvas.

**Week 9**

Final Exam Review; Final Examination  
Chapter 13: discussion of what unions and companies should do going forward; and the future of labor relations in the U.S.

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**Course Policies**

The instructor reserves the right to make adjustments to this syllabus if he feels such adjustments to be in the best interests of the class. All assignments should be submitted on time. Make-ups for missed examinations are not allowed unless there are prior arrangements between the instructor and student, extenuating circumstances or a verifiable emergency. Extenuating circumstances and/or emergency situations will be determined by instructor on a case-by-case basis.

Students are REQUIRED to be connected to the World Wide Classroom. This will be the primary method for email communication, grade posting, and assignments. Students must download the Canvas Student app or check in regularly using their computer.
Institutional Policies

Academic Policies

Academic policies provide students with important rights and responsibilities. Students are expected to familiarize themselves with all academic policies that apply to them. Academic policies for undergraduate students can be found in the Undergraduate Studies Catalog; graduate students should review the Graduate Studies Catalog.

Undergraduate Studies Catalog

The Undergraduate Studies Catalog contains academic policies that apply to all undergraduate students. The academic policies and information section of the catalog contains important information related to attendance, conduct, academic honesty, grades, and more. If you are an undergraduate student, please review the catalog each academic year. The current Undergraduate Studies Catalog is at:

http://www.webster.edu/catalog/current/undergraduate-catalog/

Graduate Studies Catalog

The Graduate Studies Catalog contains academic policies that apply to all graduate students. The academic policies section of the catalog contains important information related to conduct, academic honesty, grades, and more. If you are a graduate student, please review the catalog each academic year. The current Graduate Studies Catalog is at:

http://www.webster.edu/catalog/current/graduate-catalog/

Grading

The Grades section of the academic catalog outlines the various grading systems courses may use, including the information about the final grade reported for this class.

Undergraduate

http://www.webster.edu/catalog/current/undergraduate-catalog/academic-policies.html#grading

Graduate

http://www.webster.edu/catalog/current/graduate-catalog/academic-policies.html#grades

Incomplete

There are important policies that govern grades of Incomplete (I), including the circumstances under which Incomplete grades are granted, deadlines for completion, and consequences should
the remaining course work not be completed. It is the responsibility of a student who requests an Incomplete to ensure that he/she understands and follows the policies.

Grade Appeals

Instructors are responsible for assigning grades, and student should discuss grade issues with the instructor. Policies and procedures for appealing grades are available in the appropriate catalog.

Academic Honesty Policy

Webster University is committed to academic excellence. As part of our Statement of Ethics, we strive to preserve academic honor and integrity by repudiating all forms of academic and intellectual dishonesty, including cheating, plagiarism and all other forms of academic dishonesty. Academic dishonesty is unacceptable and is subject to a disciplinary response. Students are encouraged to talk to instructors about any questions they may have regarding how to properly credit others’ work, including paraphrasing, quoting, and citation formatting. The university reserves the right to utilize electronic databases, such as Turnitin.com, to assist faculty and students with their academic work.

The University’s Academic Honesty Policy is published in academic catalogs:

Undergraduate
http://www.webster.edu/catalog/current/undergraduate-catalog/academic-policies.html

Graduate
http://www.webster.edu/catalog/current/graduate-catalog/academic-policies.html

As a part of the University commitment to academic excellence, the Academic Resource Center provides student resources to become better acquainted with academic honesty and the tools to prevent plagiarism in its many forms:

http://www.webster.edu/arc/plagiarism_prevention/

Statement of Ethics

Webster University strives to be a center of academic excellence. The University makes every effort to ensure the following:

- The opportunity for students to learn and inquire freely
- The protection of intellectual freedom and the rights of professors to teach
- The advancement of knowledge through scholarly pursuits and relevant dialogue

To review Webster University's statement of ethics, see the Undergraduate Studies Catalog and the Graduate and Studies Catalog:
**Contact Hours for this Course**

It is essential that all classes meet for the full instructional time as scheduled. A class cannot be shortened in length. If a class session is cancelled for any reason, the content must be covered at another time.

**Important Academic Resources**

**Academic Accommodations**

Webster University makes every effort to accommodate individuals with academic/learning, health, physical and psychological disabilities. To obtain accommodations, students must identify themselves and provide documentation from a qualified professional or agency to the appropriate campus designee or the Academic ADA Coordinator at the main campus. The Academic ADA Coordinator may be reached at 314-246-7700 or disability@webster.edu.

If you have already identified as a student with a documented disability and are entitled to classroom or testing accommodations, please inform the instructor of the accommodations you will require for this class at the beginning of the course.

**Academic Resource Center**

Additional support and resources may be accessed through the Academic Resource Center (ARC). Support and resources include academic counseling, accommodations, assistive technology, peer tutoring, plagiarism prevention, testing center services, and writing coaching. Visit www.webster.edu/arc or Loretto Hall 40 on the main campus for more information.

**Student Success Portal**

Webster University’s Student Success Portal, powered by Starfish, is a communications tool to connect students with faculty members and campus support services. It allows faculty and staff members to communicate with you regarding academic achievements as well as areas where support may be helpful. You may use the portal to contact faculty and staff members for assistance and to arrange meetings. Activity in the portal will be communicated to your Webster University email account. The Student Success Portal is available via your course home page in WorldClassRoom or via Connections. Learn more about the Student Success Portal at http://www.webster.edu/success/students.html.
University Library

Webster University Library is dedicated to supporting the research needs and intellectual pursuits of students throughout the University’s worldwide network. Resources include print and electronic books, journal articles, online databases, DVDs and streaming video, CDs and streaming music, datasets, and other specialized information. Services include providing materials at no cost and research help for basic questions to in-depth exploration of resources. The gateway to all of these resources and services is http://library.webster.edu. For support navigating the library’s resources, see http://libanswers.webster.edu/ for the many ways to contact library staff.

Drops and Withdrawals

Drop and withdrawal policies dictate processes for students who wish to unenroll from a course. Students must take proactive steps to unenroll; informing the instructor is not sufficient, nor is failing to attend. In the early days of the term or semester, students may DROP a course with no notation on their student record. After the DROP deadline, students may WITHDRAW from a course; in the case of a WITHDRAW, a grade of W appears on the student record. After the WITHDRAW deadline, students may not unenroll from a course. Policies and a calendar of deadlines for DROP and WITHDRAW are at:

**Undergraduate**

http://www.webster.edu/catalog/current/undergraduate-catalog/enrollment.html

**Graduate**

http://www.webster.edu/catalog/current/graduate-catalog/enrollment.html

Academic Calendar - [http://www.webster.edu/academics/academic-calendar/](http://www.webster.edu/academics/academic-calendar/)

Current tuition rates, policies, and procedures, including details of pro-rated tuition refunds, are available in the “Tuition, Fees, and Refunds” section of Webster’s Academic Catalogs:

**Undergraduate**

http://www.webster.edu/catalog/current/undergraduate-catalog/tuition.html

**Graduate**

http://www.webster.edu/catalog/current/graduate-catalog/tuition.html

Student Handbook and Other Important Policies

Student handbook and other non-academic policies may apply to you and may impact your experience in this class. Such policies include the student code of conduct, privacy, technology and communications, and more. Please review the handbook each year and be aware of policies that apply to you. The handbook is available at:
Sexual Assault, Harassment, and Other Sexual Offenses

Webster University makes every effort to educate the community to prevent sexual assault, harassment, and other sexual offenses from occurring, and is committed to providing support to those affected when this behavior does occur. To access information and resources or to review the Policy on Sexual Assault, Harassment, and Other Sexual Offenses, visit:

http://www.webster.edu/sexual-misconduct/

Research on Human Subjects

The Webster University Institutional Review Committee (IRB) is responsible for the review of all research on human subjects. The IRB process applies to all Webster University faculty, staff, and students and must be completed prior to any contact with human subjects. For more information on the IRB, visit:

http://www.webster.edu/irb/index.html

Course Evaluations

At the end of this course, you will have the opportunity to provide feedback about your experience. Your input is extremely valuable to the university, your instructor, and the department that offers this course. Please provide your honest and thoughtful evaluation, as it helps the university to provide the best experience possible for all of its students.

Important Technology Information

Connections Accounts

Webster University provides all students, faculty, and staff with a University email account through Connections. Students are expected to activate their Connections account and regularly check incoming University email. Students may choose to have their University email forwarded to an alternate email address. Connections account holders can call the Help Desk (314-246-5995 or toll free at 1-866-435-7270) for assistance with this setup. Instructions are also provided on the Information Technology website at:

http://www.webster.edu/technology/service-desk/

WorldClassRoom

WorldClassRoom is Webster’s Learning Content Management System (LMS). Your instructor may use WorldClassRoom to deliver important information, to hold class activities, to
communicate grades and feedback, and more. WorldClassRoom is available using your Connections ID at:

https://worldclassroom.webster.edu/

Webster Alerts

Webster Alerts is the University's preferred emergency mass notification service, available free to current students, faculty and staff at all US campuses. By registering a valid cell phone number and email address, you will receive urgent campus text, voice mail and email communications. Valuable information concerning a range of incidents affecting you - from weather-related campus closures, class delays and cancellations, to more serious or life-threatening events - are immediately and simultaneously delivered through multiple communication channels. To register for Webster Alerts, visit:

http://www.webster.edu/technology/services/webster-alerts/

Campus Information

All times are America/Chicago. The time is 11:44 AM.