Course Description
Explores labor relations, contract negotiation and administration, and bargaining unit decision making processes. Examines social, political, and economic impact of collective bargaining and challenges to administration of a collectively established relationship.

Course Textbook

Course Learning Objectives
Upon completion of this course, students should be able to:

1. Describe the roots of the American labor movement and its transition to the present.
2. Differentiate the challenges for unions and employers in the workplace of today.
3. Discuss the concept of collective bargaining.
4. Discuss the concept of unfair labor practices and union avoidance strategies.
5. Construct a labor agreement.
7. Judge the market factors, including wage, salary, and benefits, impact labor negotiations.
8. Compare and contrast unions’ and employers’ concerns with job seniority and security.
9. Distinguish among the grievance and disciplinary procedures, mediation, and arbitration.
10. Examine the future of the labor movement in the 21st century.
11. Interpret the laws impacting unions and equal employment.
12. Discuss the worldwide labor movement.

Credits
Upon completion of this course, the students will earn three (3) hours of college credit.

Course Structure
1. **Unit Summaries:** Each unit contains an overview, or summary, of the information to be covered.
2. **Unit Learning Objectives:** Each unit contains learning objectives that specify the measurable skills and knowledge students should gain upon completion of the unit.
3. **Key Terms:** Key Terms are intended to guide students in their course of study. Students should pay particular attention to Key Terms as they represent important concepts within the unit material and reading.
4. **Reading Assignments:** Each unit contains reading assignments from one or more chapters in the textbook.
5. **Discussion Boards:** Discussion Boards are a part of all CSU term courses. Information and specifications regarding these assignments are provided in the Academic Policies listed in the Course Menu bar.
6. **Assessments:** This course contains eight unit assessments – one for each unit – to be completed at the end of each unit.
7. **Course Project:** Information and specifications regarding the course project are provided in the syllabus below. Due in Unit VIII.
8. **Ask the Professor**: This communication forum provides you with an opportunity to ask your professor general or course content related questions.

9. **Student Break Room**: This communication forum allows for casual conversation with your classmates.

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**Course Project**

**Select one of the following three options for your course project.** Your paper should be a well-organized paper of 6-8 pages in length (in addition to a title page identifying your name and the course number), with no spelling or grammar mistakes, clearly articulated, and to the point. Your paper must reflect APA style and contain at least three references other than the book, which may include Internet sources, professional journal articles, or other resources related to the profession.

1. Select a topic covered in the course and have it approved by the instructor. Then conduct research on the topic to determine historical trends and recent developments. Before completing your paper, have your instructor approve your bibliography.

2. You are the Human Resource Director for a 500-bed hospital. You have learned that the American Professionals Union is attempting to unionize your 1,000 registered nurses. The CEO has asked you to draft a plan – either supporting the nurses in their efforts OR attempting to remain union free. Draft solid arguments – either pro or con – for presentation and recommendation to the CEO.

3. Much political effort has been given to the passage and implementation of the "Employee Free Choice Act." Your local U.S. representative has asked you, the local HR group president, to submit a position paper to her regarding the HR group's position on the strengths and weaknesses of the proposed legislation. Your work could influence the Representative's vote – make your arguments fact based and strong.

Your course project is due by the end of Unit VIII. Submit your project by uploading it to Blackboard in the designated area in Unit VIII. **Do not e-mail your paper directly to your professor.** By uploading to Blackboard, your university record will automatically be updated to indicate you have submitted your paper and the paper will be provided to your professor for grading.

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**APA Guidelines**

CSU requires that students use the APA style for papers and projects. Therefore, the APA rules for formatting, quoting, paraphrasing, citing, and listing of sources are to be followed. A document titled “APA Guidelines Summary” is available for you to download from the APA Guide Link, found in the Learning Resources area of the myCSU Student Portal. It may also be accessed from the Student Resources link on the Course Menu. This document provides links to several internet sites that provide comprehensive information on APA formatting, including examples and sample papers.

**CSU Grading Rubric for Papers/Projects**

The course papers will be graded based on the CSU Grading Rubric for all types of papers. In addition, all papers will be submitted for electronic evaluation to rule out plagiarism. Course projects will contain project specific grading criteria defined in the project directions. To view the rubric, click the Academic Policies link on the Course Menu, or by accessing the CSU Grading Rubric link, found in the Learning Resources area of the myCSU Student Portal.

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**Communication Forums**

These are non-graded discussion forums that allow you to communicate with your professor and other students. Participation in these discussion forums is encouraged, but not required. You can access these forums with the buttons in the Course Menu. Instructions for subscribing/unsubscribing to these forums are provided below.

[Click here for instructions on how to subscribe/unsubscribe and post to the Communication Forums.]
Ask the Professor

This communication forum provides you with an opportunity to ask your professor general or course content questions. Questions may focus on Blackboard locations of online course components, textbook or course content elaboration, additional guidance on assessment requirements, or general advice from other students.

Questions that are specific in nature, such as inquiries regarding assessment/assignment grades or personal accommodation requests, are NOT to be posted on this forum. If you have questions, comments, or concerns of a non-public nature, please feel free to email your professor. Responses to your post will be addressed or emailed by the professor within 48 hours.

Before posting, please ensure that you have read all relevant course documentation, including the syllabus, assessment/assignment instructions, faculty feedback, and other important information.

Student Break Room

This communication forum allows for casual conversation with your classmates. Communication on this forum should always maintain a standard of appropriateness and respect for your fellow classmates. This forum should NOT be used to share assessment answers.

Grading

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<thead>
<tr>
<th>Component</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Discussion Board (8 @ 2%)</td>
<td>=16%</td>
</tr>
<tr>
<td>Unit Assessments (8 @ 8%)</td>
<td>=64%</td>
</tr>
<tr>
<td>Course Project</td>
<td>=20%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>=100%</strong></td>
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</tbody>
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Course Schedule/Checklist (PLEASE PRINT)

The following pages contain a printable Course Schedule to assist you through this course. By following this schedule, you will be assured that you will complete the course within the time allotted.
By following this schedule, you will be assured that you will complete the course within the time allotted. Please keep this schedule for reference as you progress through your course.

### Unit I  Labor Relations Overview

**Review:**
- Unit Study Guide

**Read:**
- **Chapter 1:** History and Law
- **Chapter 2:** Challenges and Opportunities

**Discuss:**
- **Discussion Board Response:** Submit your response to the Discussion Board question by Saturday, Midnight (Central Time)

**Submit:**
- **Assessment** by Tuesday, Midnight (Central Time)

### Unit II  Bargaining Units and Unfair Labor Practices

**Review:**
- Unit Study Guide

**Read:**
- **Chapter 3:** Establishing a Bargaining Unit
- **Chapter 4:** Unfair Labor Practices

**Discuss:**
- **Discussion Board Response:** Submit your response to the Discussion Board question by Saturday, Midnight (Central Time)
- **Discussion Board Comment:** Comment on another student’s Discussion Board response by Tuesday, Midnight (Central Time)

**Submit:**
- **Assessment** by Tuesday, Midnight (Central Time)

### Unit III  Negotiations

**Review:**
- Unit Study Guide

**Read:**
- **Chapter 5:** Negotiating an Agreement
- **Chapter 6:** Negotiation Models, Strategies, and Tactics

**Discuss:**
- **Discussion Board Response:** Submit your response to the Discussion Board question by Saturday, Midnight (Central Time)
- **Discussion Board Comment:** Comment on another student’s Discussion Board response by Tuesday, Midnight (Central Time)

**Submit:**
- **Assessment** by Tuesday, Midnight (Central Time)
### Unit IV: Wage and Benefit Issues

- **Review:** Unit Study Guide
- **Read:**
  - Chapter 7: Wage and Salary Issues
  - Chapter 8: Employee Benefits
- **Discuss:**
  - **Discussion Board Response:** Submit your response to the Discussion Board question by Saturday, Midnight (Central Time)
  - **Discussion Board Comment:** Comment on another student’s Discussion Board response by Tuesday, Midnight (Central Time)
- **Submit:** Assessment by Tuesday, Midnight (Central Time)

**Notes/Goals:**

### Unit V: Job Security and Seniority

- **Review:** Unit Study Guide
- **Read:**
  - Chapter 9: Job Security and Seniority
- **Discuss:**
  - **Discussion Board Response:** Submit your response to the Discussion Board question by Saturday, Midnight (Central Time)
  - **Discussion Board Comment:** Comment on another student’s Discussion Board response by Tuesday, Midnight (Central Time)
- **Submit:** Assessment by Tuesday, Midnight (Central Time)

**Notes/Goals:**

### Unit VI: Collective Bargaining in Action

- **Review:** Unit Study Guide
- **Read:**
  - Chapter 10: Implementing the Collective Bargaining Agreement
  - Chapter 11: Grievance and Disciplinary Procedures
- **Discuss:**
  - **Discussion Board Response:** Submit your response to the Discussion Board question by Saturday, Midnight (Central Time)
  - **Discussion Board Comment:** Comment on another student’s Discussion Board response by Tuesday, Midnight (Central Time)
- **Submit:** Assessment by Tuesday, Midnight (Central Time)

**Notes/Goals:**
## Unit VII: The Arbitration Process

**Review:**
- Unit Study Guide

**Read:**
- **Chapter 12:** The Arbitration Process

**Discuss:**
- **Discussion Board Response:** Submit your response to the Discussion Board question by Saturday, Midnight (Central Time)
- **Discussion Board Comment:** Comment on another student’s Discussion Board response by Tuesday, Midnight (Central Time)

**Submit:**
- **Assessment** by Tuesday, Midnight (Central Time)

**Notes/Goals:**

## Unit VIII: Comparative Global Industrial Relations

**Review:**
- Unit Study Guide

**Read:**
- **Chapter 13:** Comparative Global Industrial Relations

**Discuss:**
- **Discussion Board Response:** Submit your response to the Discussion Board question by Saturday, Midnight (Central Time)
- **Discussion Board Comment:** Comment on another student’s Discussion Board response by Tuesday, Midnight (Central Time)

**Submit:**
- **Assessment** by Tuesday, Midnight (Central Time)
- **Course Project** by Tuesday, Midnight (Central Time)

**Notes/Goals:**