

CUMBERLAND COUNTY COLLEGE

Course: BU 242: Labor Relations

Credits: 3

Prerequisites: RD 100, EN 060

Description:

This course examines how operations and human resource managers should proceed to effectively manage labor relations. Topics include labor laws and regulations, negotiating contracts with unions, and dealing with impasses in collective bargaining and grievances.

Learning Outcomes:

At the completion of this course, students should be able to:

- Recognize the labor relations and the parties involved;
- Describe the evolution of American Labor;
- Discuss labor laws, federal agencies, union structure, and the government
- Examine union campaigns, political activities, strategies, and practices;
- Examine union bargaining and contract negotiations;
- Manage contract administration and grievance procedures;
- Discuss labor relations in market economies.

Topical Outline

- Introduction
- The Evolution of American Labor
- Employment Law and Federal Agencies
- Union Structure and Government
- Unions: Member and Leader Attitudes, Behaviors and Political Activities
- Union Organizing Campaigns
- Union Avoidance: Rationale, Strategies, and Practices
- The Environment for Bargaining
- Wage and Benefit Issues in Bargaining
- Nonwage Issues in Bargaining
- Contract Negotiations
- Impasses and Their Resolution
- Union Management Cooperation
- Contract Administration
- Grievance Arbitration
- Public Sector Labor Relations
- A Survey of Labor Relations in Market Economies

Text: Fossum, John A. (2012). *Labor Relations: Development, Structure, Process* (11th ed.). McGraw Hill Irwin.

Student Assessment: Assessment may be accomplished through projects, portfolios, exams, presentations and/or papers.

Academic Integrity: Plagiarism is cheating. Plagiarism is presenting in written work, in public speaking, and in oral reports the ideas or exact words of someone else without proper documentation. Whether the act of plagiarism is deliberate or accidental [ignorance of the proper rules for handling material is no excuse], plagiarism is, indeed, a “criminal” offense. As such, a plagiarized paper or report automatically receives a grade of **ZERO** and the student may receive a grade of **F** for the semester at the discretion of the instructor.

Note: If you are having difficulty with work in this class tutoring is available through the Center for Academic & Student Success. If you think that you might have a learning disability, contact Project Assist at 856.691.8600 x 1282 for information on assistance that can be provided to eligible students.

Before Withdrawing From This Course

If a student experiences adverse circumstances while enrolled in this course and considers withdrawing, s/he should see an advisor (division or advisement center) **BEFORE** withdrawing from the class. A withdrawal may cause harmful repercussions to completion rate standards and overall GPA which can limit or eliminate future financial aid in addition to causing academic suspension.