

Office of Academic Affairs
Tarleton State University
Date Prepared: 12/1/08
Dates Revised:

Master Course Syllabus Outline

Department: Management, Marketing and Administrative Systems
Course Prefix/Number: HRM 524
Course Title: Employee and Labor Relations
Master Syllabus Approved by Department on: 12/1/08

- I. Catalog Description: Exploration of the labor union movement and the process of collective bargaining, the formation of a union, labor agreement negotiation, labor agreement administration, grievance processes, and arbitration and mediation. Labor law and legal issues in labor relations are explored extensively to include the National Labor Relations Act and the functions of the NLRB. Negotiation skills are developed via mock labor contract negotiations.
- II. Prerequisites: HRM 5013 or instructor approval.
- III. Expanded Course Description: The objective of this course is for each student to be able to know, comprehend, apply, analyze, synthesize and evaluate the topics of collective bargaining, labor market fundamentals, unionism, and related issues of labor economics. A practical approach utilizing methods used by unions and management in the workplace will be the focus of the course. The course will typically include a role playing exercise designed to demonstrate techniques and strategies employed by management and labor during contract negotiations. Laws and regulatory agencies, with special emphasis on the National Labor Relations Act and the National Labor Relations Board, that shape and regulate relations between labor and management within organizations will be an important component of the course. The course is intended for graduate level students. This course will serve as a required course for M.S. in Human Resource Management majors.
- IV. Intended Student Outcomes: (Must include outcomes of knowledge and skills, and may also include behavioral).

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

- Discuss the legal principles of various laws including the Labor Management Act, NLRA, Railway labor act, Norris LaGuardia act, Landrum Griffith act.
- Analyze, synthesize and evaluate the relationship between labor and management in contemporary organizations.

- Discuss the National Labor Relations Board's role in the collective bargaining process.
- Discuss the steps to be taken for a labor organization to become the bargaining agent for a group of an organization's employees.
- Discuss the legal principles of union organizing rights.
- Discuss the legal principles of an employee's right to union representation.
- Recall and apply theories and research concerning employment and labor relations.
- Discuss the value of and demonstrate the process of contract negotiation and administration.
- Discuss the legal principles of: union membership, duty of fair representation, management rights in collective bargaining, duty to bargain, strikes, striker rights, lockouts, picketing, boycotts, union regulation to work, and the antitrust laws.
- Identify and discuss the value of and apply the principles, ethics, and methodologies involved in the bargaining process.
- Analyze ongoing, current labor activities in the U. S.

V. Unless otherwise stipulated in this master syllabus by the department, the following items are subject to faculty discretion as described in each faculty member's individual course outline/syllabus:

- a) Course Requirements
- b) Required Text(s)
- c) Bibliography

VI. Academic Honesty: Cheating, plagiarism (submitting another person's materials or ideas as one's own), or doing work for another person who will receive academic credit are all-impermissible. This includes the use of unauthorized books, notebooks, or other sources in order to secure or give help during an examination, the unauthorized copying of examinations, assignments, reports, or term papers, or the presentation of unacknowledged material as if it were the student's own work. Disciplinary action may be taken beyond the academic discipline administered by the faculty member who teaches the course in which the cheating took place.

VII. Students With Disabilities Policy: It is the policy of Tarleton State University to comply with the Americans with Disabilities Act (ADA) and other federal, state, and local laws relative to the provision of disability services. Students with disabilities attending Tarleton State University may contact the Office of Disability Services at (254) 968-9478 to request appropriate accommodation. Furthermore, formal accommodation requests cannot be made until the student has been officially admitted to Tarleton State University.

Department Head Signature/Date:

Signature

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Date