

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: MGMT 406  
Course Title: Employee and Labor Relations  
Master Syllabus Approved by Department on: 12/1/08

- I. Catalog Description: Collective bargaining, labor market fundamentals, unionism, and related issues of labor economics.
- II. Prerequisites:
- 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. Course serves as a management elective. The course will also serve other COBA majors needing or desiring the course. This course would be a good elective for any student having achieved junior level status wanting a better understanding of the collective bargaining process in public and private organizations.
- 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 history of labor contract negotiation and collective bargaining.
- Discuss the legal principles of various laws including the Labor Management Act, NLRA, Railway labor act, Norris LaGuardia act, Landrum Griffith act.
- 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 value of and demonstrate the process of contract negotiation.
- 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.

- Discuss 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 of 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:

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Signature

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Date