

ATSM-1010: BENEFITS MANAGEMENT

Cuyahoga Community College

Viewing: ATSM-1010 : Benefits Management

Board of Trustees:

March 2020

Academic Term:

Fall 2020

Subject Code

ATSM - Applied Ind Tech- Sheetmetal

Course Number:

1010

Title:

Benefits Management

Catalog Description:

The collective bargaining process, worker wages and benefits including hospitalization and pension plans including annuities. Also covered are membership investments, dues structure and personal money management.

Credit Hour(s):

1

Lecture Hour(s):

1

Requisites

Prerequisite and Corequisite

Departmental approval: admission to Sheet Metal Worker's apprenticeship program.

Outcomes

Course Outcome(s):

Discuss the process of collective bargaining as it relates to sheet metal workers' wages, benefits, and travel.

Objective(s):

1. Outline wage negotiations and contract language.
2. Identify the negotiating teams that represent labor and management.
3. Specify the terms of the labor agreement.
4. Describe the ratification procedures.
5. Explain the jurisdictional rights with respect to travel.

Course Outcome(s):

Define the wage structure for the journeyman sheet metal worker and how it relates to the apprentice pay scale.

Objective(s):

1. Compute journeyman taxable and non-taxable wages based on the current contract agreement.
2. Calculate the apprentice pay scale as determined by the respective year of apprenticeship.
3. Differentiate between taxable journeyman wages and apprentice taxable rates.
4. Explain the union dues structure including initiation fees, monthly dues and working assessments.

Course Outcome(s):

Explain the benefits of the collective bargaining agreement including health care, pension and annuity.

Objective(s):

1. Explain the coverage of the health care plan with respect to the number of hours worked and monies contributed into the plan.
 2. Discuss the various pension plans and how they compare with respect to journeyperson and apprentices.
 3. Describe the annuity plan and the options for investments.
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Course Outcome(s):

Identify and discuss the options for personal money management including savings accounts, check books, budgets and investments.

Objective(s):

1. Discuss personal saving venues.
 2. Compare banking institutions and credit unions and the advantages or disadvantages of each.
 3. Establish monthly budgets.
 4. Recognize investment opportunities including money markets, certificates of deposit and investment opportunities.
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Methods of Evaluation:

1. Tests
2. Quizzes
3. Class participation

Course Content Outline:

1. Collective bargaining process
 - a. Wage negotiations
 - i. Contract language
 - ii. Terms
 1. Gains
 2. Concessions
 - iii. Money
 - b. Teams
 - i. Labor representation
 - ii. Management associations
 - c. Terms of agreement
 - i. Length of contract
 - ii. Fund disbursement
 - iii. Terms and conditions
 - d. Ratification
 - i. Membership
 - ii. Delegations
 - iii. Committees
 - e. Travel
 - i. Mileage
 - ii. Recordkeeping
2. Wage structure
 - a. Journeypersons scale
 - i. Taxable
 - ii. Non-taxable
 - b. Apprentice
 - i. Percent of journeypersons scale
 - ii. Non-taxable
 - iii. Taxable
 - iv. Benefits
 - c. Dues structure
 - i. Initiation fees
 - ii. Monthly local dues
 - iii. Working assessments
3. Plan benefits

- a. Health care plan
 - i. Coverage
 - ii. Funding
 - iii. Design
- b. Pension plans
 - i. Local
 - ii. National
 - iii. Contribution rates
 - iv. Options
- c. Annuity plan
 - i. Funding
 - ii. Disbursements
 - iii. Investments
 - iv.
- 4. Personal money management
 - a. Savings accounts
 - b. Banks versus credit unions
 - i. Advantages
 - ii. Disadvantages
 - iii. Loan options
 - iv. Rates
 - c. Investment opportunities
 - i. Stocks
 - ii. Bonds
 - iii. Money markets
 - iv. Money counselors
 - v. Diversification

Resources

International Training Institute. *Benefits Management*. 3rd. International Training Institute Alexandria, Va., 2011.

International Training Institute. *Employee Benefit Issues*. vol 41. International Training Institute; Brookfield, Wi., 2007.

International Training Institute. *Sheet Metal Math*. 2nd ed. International Training Institute, 2007.

Resources Other

1. employerbenefits.about.com
2. [www.prudential.com\b2b](http://www.prudential.com/b2b)
3. <https://www.irs.gov/tax-professionals/standard-mileage-rates>

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