

BADM-1210: LABOR-MANAGEMENT RELATIONS

Cuyahoga Community College

Viewing: BADM-1210 : Labor-Management Relations

Board of Trustees:

December 2021

Academic Term:

Fall 2022

Subject Code

BADM - Business Administration

Course Number:

1210

Title:

Labor-Management Relations

Catalog Description:

Historical, legal, and structural environments which influence management-labor relations. Rights and responsibilities of unions and management; negotiation and administration of labor agreement; results of labor relation process and collective bargaining issues. Review and application of the labor relations process.

Credit Hour(s):

3

Lecture Hour(s):

3

Lab Hour(s):

0

Other Hour(s):

0

Requisites

Prerequisite and Corequisite

None.

Outcomes

Course Outcome(s):

Explain the rights and responsibilities of unions and management.

Essential Learning Outcome Mapping:

Critical/Creative Thinking: Analyze, evaluate, and synthesize information in order to consider problems/ideas and transform them in innovative or imaginative ways.

Objective(s):

1. Discuss the relationship of unions and management.
2. Identify the legislation that has affected labor-management relationships.
3. Identify the key participants in the labor relations process.
4. Explain how unions are organized, formed, and structured.
5. Analyze the role of union and management in current society.

Course Outcome(s):

Explain the negotiation and administration of the labor agreement.

Essential Learning Outcome Mapping:

Critical/Creative Thinking: Analyze, evaluate, and synthesize information in order to consider problems/ideas and transform them in innovative or imaginative ways.

Objective(s):

1. Identify resolution procedures for negotiation impasses.
2. Identify requirements for successful contract administration.
3. Discuss the role and process of labor arbitration.
4. Analyze the process of negotiating a labor agreement.

Course Outcome(s):

Analyze the outcomes of the labor relations/collective bargaining process.

Essential Learning Outcome Mapping:

Critical/Creative Thinking: Analyze, evaluate, and synthesize information in order to consider problems/ideas and transform them in innovative or imaginative ways.

Oral Communication: Demonstrate effective verbal and nonverbal communication for an intended audience that is clear, organized, and delivered effectively following the standard conventions of that language.

Objective(s):

1. Research key labor contract concepts such as managerial rights, union security, and rights of individuals.
2. Identify important labor and management considerations regarding economic issues.
3. Work as a team to research and orally present information to the class on a selected labor relations issue.
4. Identify relevant issues related to employee discipline.

Course Outcome(s):

Explain the application of the labor relations process to different work arrangements.

Essential Learning Outcome Mapping:

Critical/Creative Thinking: Analyze, evaluate, and synthesize information in order to consider problems/ideas and transform them in innovative or imaginative ways.

Objective(s):

1. Compare and contrast U.S. labor relations policies to those of foreign countries.
2. Explain the evolution of labor-management relationships.
3. Discuss the growth and impact of labor relations in the private and public sector.

Methods of Evaluation:

1. Examinations
2. Term papers
3. Oral presentations
4. Case studies/Simulations
5. Team projects

Course Content Outline:

1. Union-management relations in perspective
 - a. Phases in the labor relations process
 - b. Elements in the labor relations process
 - c. Work rules affecting the labor relations process
 - d. Participants in the labor relations process
2. Evolution of labor-management relations
 - a. 1869 to World War I
 - b. World War I to World War II
 - c. World War II to the present
3. Legal influences
 - a. Origin of labor relations law
 - b. Early legal interpretations

- c. Norris-LaGuardia Act
 - d. Wagner Act
 - e. Taft-Hartley Act
 - f. Landrum-Griffin Act
 - g. National Labor Relations Board
 - h. Public sector labor law
 - i. State Employment Relations Board
4. Why and how unions are organized
 - a. Procedures for organizing
 - b. Union governance and structure
 - c. Legal processes for conducting representation elections.
 5. Negotiating the labor agreement
 - a. Structure of collective bargaining
 - b. Pre-negotiation activities
 - c. Collective bargaining behavior
 - d. Ethical considerations in collective bargaining
 6. Resolving negotiation impasses
 - a. Involving a third-party neutral
 - b. Role of a mediator and an arbitrator
 - c. Role of strike and lockout
 7. Contract administration
 - a. Role of management in contract administration
 - b. Steps in the grievance procedure
 8. Labor arbitration
 - a. Elements of a typical arbitration proceeding
 - b. Preparation techniques for the arbitration hearing
 - c. Comparison of arbitration and judicial proceedings
 9. Institutional issues
 - a. Managerial rights
 - b. Union security
 - c. Nonrepresented employees
 10. Administrative issues
 - a. Technological change
 - b. Job security
 - c. Employee training and work restructuring
 11. Economic issues
 - a. Wages
 - b. Benefits
 - c. Work rules
 - d. Outsourcing
 - e. Subcontracting
 - f. Automation
 12. Labor relations in the public sector
 - a. Public sector collective bargaining
 - b. Grievance administration
 - c. Fact-finding
 13. Labor relations in foreign countries
 - a. Compare and contrast the U.S. Labor management system with a foreign country
 - b. Align U.S. labor law to foreign country labor law

Resources

Budd, John W. *Labor Relations Striking a Balance*. Current edition. McGraw Hill, 2021.

Holley, William H., Ross, William H., and Kenneth M. Jennings. *The Labor Relations Process*. Current edition. Cengage Learning, 2017.

"Business Week"

"Forbes"

"Fortune"

"Inc."

"Money"

"USA Today"

"The Wall Street Journal"

Resources Other

1. Society for Human Resource Management website - www.shrm.org
2. National Labor Relations Board website - www.nlr.gov
3. Federal Mediation Conciliation Service - www.fmcs.gov

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