

INSTRUCTOR: JOY L DAKICH 1006 Tower dakich@umsl.edu 314-516-6266 Mon/Wed - By Appointment  
 TEXT: THE LABOR RELATIONS PROCESS W. Holley / K. Jennings Dryden Press 10th Edition

**•COURSE OBJECTIVE:**

- Provide a comprehensive introduction to the Labor-Management relationship and the Collective Bargaining process.
- Understanding the historical development and the current application of the CB process in methods of negotiation
- Development of legal rights of employers and employees as determined by federal labor law legislation
- Differences In rules for private sector and public sector union formation, bargaining rights, and collective actions
- Identify the financial, political and employment impact on US organizations linked to the globalization of businesses

**•PARTICIPATION:**

•Students are strongly encouraged to discuss work experiences as a means of integrating class material with actual behaviors in the “working world”. Experience in union and non-union work is of equal interest and importance. It is expected that students will be prepared to take an active role in the discussion of all assigned readings, as well as issues generated within the class.

**•EVALUATION:**

•A combination of conceptual learning and behavioral practices will be used to provide a greater understanding of the labor-management relationship. These areas will be evaluated by examinations and projects. Although the text will be the basic reference for study, the material presented in lecture will be included in all exams. The written essay will be emphasized in each exam.

•**Missed Exams:** If you miss a scheduled test, you will be given an opportunity to take a make-up exam. Unless specific arrangements are made with the instructor, the following policies apply:

- A "make-up" exam must be taken within one week from the original test date
- Only one exam in the semester may be rescheduled

•**Projects:** Will be prepared for specific dates and will involve both individual and group written and oral presentations.

•**Late Work:** Unless advance arrangements have been made with the instructor:

- Work turned in after the due date will lose 10% of the graded value...
- Late work will only be accepted within 1 week of the original due date.

**Semester Grading Scale**

|           |    |  |
|-----------|----|--|
| 435 - 418 | A  | Union Profile - 30 Points                |
| 417 - 400 | A- |  |
| 399 - 382 | B+ | Negotiation Project - 50 Points          |
| 381 - 364 | B  |  |
| 363 - 346 | B- |  |
| 345 - 328 | C+ | International Labor Analysis - 55 Points |
| 327 - 310 | C  |  |
| 309 - 292 | C- |  |
| 291 - 274 | D  |  |
| 273 - 000 | F  |  |

**EXTRA CREDIT WORK:**

- Extra credit points are earned through projects based on from current labor-management issues.
- ECW is distributed in class only...late work is not accepted
- All ECW points are added to the total points at the end of the semester.

**Student Grade Notes:**

|         |                               |               |
|---------|-------------------------------|---------------|
| Exam 1: | Union Profile:                | Extra Credit: |
| Exam 2: | Negotiation Project:          |               |
| Exam3:  | International Labor Analysis: |               |

**•If you find that you are having any difficulty understanding the material presented in class or the text, it is important to discuss the situation with the instructor.**

**•If you experience a work or personal situation that you believe could significantly impact your progress in the course, it is critical to discuss this with the instructor as soon as possible so that any accommodations can be assessed and agreed upon by the instructor and the student.**

**•Emails checked daily by 8:00am until 10:00pm...responses will be made in a timely manner.**

**August 22 - September 21**

Chapter 1 - Union-Management Relationships in Perspective  
 Chapter 2 - Evolution of Labor-Management Relationships  
 Chapter 3 - Legal Influences on Organized Labor  
 Chapter 4 - Goals and Strategies of Union and Management

**Project I: Union Profile - Wednesday, September 15/ 30 points****EXAM I Wednesday, September 21/100 pts****September 26 - October 19**

Chapter 5 - Why and How Unions Are Organized  
 Chapter 6 - Negotiating the Labor Agreement  
 Chapter 7 - Economic Issues  
 Chapter 8 - Administrative Issues

**EXAM II Wednesday, October 19/ 100 pts****October 24 - November 16**

Chapter 9 - Resolving Negotiation Disputes  
 Chapter12 - Employee Discipline  
 Chapter10 - Contract Administration  
 Chapter11 - Labor Arbitration

**Project II: Negotiation Exercise - Monday, November 7 – Wednesday, November 9/ 50 points**

Chapter13 - Labor Relations in the Public Sector: Research Portion of Exam III

**EXAM III Wednesday, November 30/ 100 pts**

Chapter14 - Labor Relations in Multinational Corporations/Other Countries: Research Project III

**Project III: International Labor Analysis - Monday, December 5 - Wednesday, December 7/ 55 points****•All Projects and Exercises are to be typed and stapled.****•Include your name and student number on each page of all assignments.****•All work in the course is to be done independently unless specifically directed by the instructor.****•Group projects will require independent preparation prior to project presentations.****Notes:**

|         |            |                      |
|---------|------------|----------------------|
| Exam 1: | Project 1: | Extra Credit Points: |
| Exam 2: | Project 2: |                      |
| Exam 3: | Project 3: |                      |