Southern Illinois University
Off Campus Programs – Public Science Management
Course Number and Title: PSM 332- Labor Relations
Credit Hours: 3 Hours/Week Lecture: 8 Hours /Weeks Lab: 8

Instructor: Lorenzo Vazquez
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PSM Mission Statement:

Public Service Management is a broad based fire management educational program designed to augment and develop managerial skills necessary for a career in the public fire service or continued advancement within the field.

Course Description:

This course studies the historical influences of labor relations in the United States through the different union movements and major labor laws. It also introduces the student to the organized union forces in different work environments and the steps that follow negotiations and collective bargaining in a union-labor contract.

Prerequisite: none

Course Outcomes/Objectives:

Outcome #1:

Cognitive Objective: The student will describe major historical influences on labor relations in the United States.

Outcome #2:

Cognitive Objective: Identify and give examples of key elements of the National Labor Relations Act and other major labor laws.

Outcome #3:

Cognitive Objective: The student will describe the function of unions, how unions are organized in the workplace and how and why employers try to avoid unionization.

Outcome #4:

Cognitive Objective: The student will define the main elements of a typical negotiated contract.
Outcome #5:

Cognitive Objective: The student will understand the collective bargaining process, both traditional and interest-based.

Outcome #6:

Cognitive Objective: The student will describe the process of contract enforcement.

Text, Reference Material, and Supplies:

Required:


Suggested: (additional resources)


Evaluation Methodology:

Students will be evaluated for mastery of learning objectives by assessment methods that may include, but are not limited to:

- Attendance
- Class Participation
- Assignments (to include written)
- Quizzes
- Oral Reports/ Presentations
- Class activities and individual projects
- On-line discussions

Methods of Instruction:

The course will be presented through lectures, facilitated dialogues; small and large group activities, video case studies, on-line facilitated discussions; written and oral assignments/presentations and reading analyses. Students are assigned reading, writing, and other out of class assignments equivalent to approximately two hours per one-hour class period (15 to 16 hours a week). All are presented on Desire to Learn (D2L) during the on line weeks of the course.
Exit Competencies:

Upon completion of this course the student will be able to describe major historical influences of labor relations in the United States; identify key elements and labor laws related to National Labor Relations, describe the function of unions, their organization structure and the main elements of the negotiation process, including collective bargaining and contract enforcement.

Course Grade:

The course grade will be based on the following distribution:

- Attendance: 45 points  
  - 364-405 = A
- Class Participation: 30 points  
  - 324-363 = B
- Quizzes (4): 100 points  
  - 243-323 = C
- Assignments: 60 points  
  - 202-242 = D
- Online Discussions: 60 points  
  - 201 or below = F
- In class activities: 60 points
- Final term paper: 50 points

Total: 405 points

Attendance Policy:

All students are expected to attend all sessions of the class. For this course, three face-to-face sessions are essential. A student may have one excused absence of two hours or less with no penalty. An excused absence is one that is pre-approved by the instructor prior to class. Absences of greater than two hours must be made up in consultation with the instructor(s) and if not made up prior to the conclusion of the course, the student shall receive an incomplete for the course until the missed material is made up and a grade assigned. Any student with 2 or more unexcused absences for any two-hour blocks of the face-to-face sessions will be considered to drop from the course. In case of an emergency, contact the instructor as soon as possible.

Academic Dishonesty Policy:

Students may be subject to disciplinary proceedings resulting in an academic penalty or disciplinary penalty for academic dishonesty. Academic dishonesty includes, but is not limited to, cheating on a test, plagiarism, and collusion. Students are expected to complete their own work and to state that any submitted work is original work unless specifically attributed to another following appropriate means of citation as noted in the current APA manual.

ADA Statement for Students Requiring Special Accommodations:
As per Section 504 of the Vocational Rehabilitation Act of 1973 and the American Disabilities Act (ADA) of 1990, if accommodations are needed, inform your instructor as soon as possible.

**Safety Instructions:** Instructors will provide guidance and direction to students in the classroom in the event of an emergency affecting your location. It is important that you follow these instructions and stay with your instructor during an evacuation or sheltering emergency. The Building Emergency Response Team will provide assistance to your instructor in evacuating the building or sheltering within the facility.

**Classroom Etiquette:** To insure an appropriate learning environment students are to maintain cell phones and/or pagers in the silent vibrate mode. Laptop computers may be used as appropriate for note taking but may not be used for social networking or other online work processes unless approved by the instructor. Smoking in the classroom is strictly prohibited. Food and beverages may be allowed with instructor and facility approval. Appropriate attire for an academic and professional setting is required.

A professional approach to all classroom activities is expected of students and instructor(s) alike. Diversity of opinion is encouraged to be expressed. Expression of thought is to be respectful and professional. A balance of advocating personal opinion while seeking to understand the opinions of others is a critical component of this course.

Behaviors, verbal or otherwise, that may be construed as discriminatory, predatory, abusive, or harassing will not be tolerated. Students are encouraged to report such behavior to the instructor as soon as practical.

**TOPICAL OUTLINE:**

I. Introduction to U.S. Labor History
   - Definitions
   - History
   - Movements, Methods, Mergers

II. Labor Law
   - Employment Laws
   - Federal Agencies
   - Similarities; Differences; Practices

III. Unions in the workplace
   - Structure/ Government Unions
   - Membership/ Attitudes/ Politics
   - Union organization (employees)
   - Union avoidance (employers)
IV. Identifying elements of Labor Contracts
   Bargaining
   Wage/ Benefits
   Nonwage issues

V. Contract Negotiations
   Collective Bargaining
   Process of negotiations
   Impasses/ Resolutions
   Union/ Management Cooperation

VI. Contract enforcement
   Issues
   Grievance Procedure
   Grievance Arbitration

VII. New models of Labor Relations
   Public Sector
   Private/International Sector

NOTE: Additional instructions for assignments, additional links and guided questions for chapter readings will be posted on the news section.

Syllabus Modification

The professor reserves the right to make changes as may be required to the course syllabus and the online version. Students will be notified of syllabus changes by posting a notice on the course platform Desire to Learn (D2L).

I have read and understand the syllabus course requirement and guidelines necessary for me to successfully complete PSM 332 Spring 2016.

NAME:

SEMESTER:

Date: Contact phone:

**Syllabus is to be used as a guide and is subject to changes, either in content, assignments, or dates.**