Southern Illinois University Public Safety Management
Course Number and Title: PSM 332 Labor Relations for Public Safety
Credit: 3 Hours

Faculty:

I. PSM Mission Statement:
Public Safety Management is a broad based public safety educational program designed to augment and develop skills necessary for a career in public safety or continued advancement within the field.

II. Course Description:
The student will gain a general understanding of the economic situation for the public safety services, of which labor/management problems represent a subset. Students will develop a perspective of the evolution of labor relations in the United States and public safety economy and how the interaction of labor and management differs throughout the world. The collective bargaining section introduces the student to the techniques of collective bargaining in public safety.

III. Prerequisite: None

IV. Text, Reference Material, and Supplies:
Required:

V. Course Outcomes/Objectives:
1. Describe major historical influences on labor relations in the United States and how they affect public safety.

2. Identify key elements of the National Labor Relations Act and other major labor laws as they pertain to public safety.

3. Describe the function of unions, how unions are organized in the workplace and how and why employers try to avoid unionization.

4. Define the main elements of a typical negotiated contract for public safety.

5. Understand the collective bargaining process, both traditional and interest-based.

6. Describe the process of contract enforcement for public safety.

VI. Method of Instruction:
Lecture, class discussion, audiovisual, demonstration, illustration, practical application by students.
VII. Course Grade: (What it takes to earn the grade)
The course grade will be based on the following distribution:

<table>
<thead>
<tr>
<th>Category</th>
<th>Points</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Attendance</td>
<td>15</td>
<td>297 – 330 = A</td>
</tr>
<tr>
<td>Participation</td>
<td>15</td>
<td>264 – 296 = B</td>
</tr>
<tr>
<td>Homework (5)</td>
<td>125</td>
<td>231 – 263 = C</td>
</tr>
<tr>
<td>Quizzes (5)</td>
<td>125</td>
<td>214 – 230 = D</td>
</tr>
<tr>
<td>Discussion</td>
<td>50</td>
<td>&lt;213 = F</td>
</tr>
</tbody>
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TOTAL 330 points

VIII. Exit Competencies:

Upon completion of this course:
The student will be able to: Identify various organizational structures within a work center, define those work structures, analyze staffing needs for the center, distinguish between various work center reporting methods and analyze interpersonal relations and communications as it relates to the work center.

IX. Evaluation:
The homework assignments will be worth a total of 15 points. There will be two quizzes and a final examination. All quizzes and tests consist of multiple choice answers. The two quizzes will be worth a total of 25 points each. The final examination will be worth 50 points. Class participation is worth 15 points of your grade. Attendance is 15 points of your grade. Total points possible will be 145.

X. Attendance Policy:
The faculty of Southern Illinois University Carbondale affirm the importance of prompt and regular attendance on the part of all undergraduate students. Quality instruction clearly depends upon active participation in the classroom or its equivalent learning environment. This concept is further expounded upon in the Southern Illinois University Carbondale Undergraduate Catalog. Students who are absent from more than one-third (1/3) of a course’s instructional hours will seriously jeopardize their grade for the course. Students who never attend a class will receive a grade of NS. Those that stop attending without officially dropping that class will be awarded a grade of F for the class.

XI. 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.
XII. **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.

XIII. **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. If you are located on a military installation, and depending on the type emergency a senior military member may take control; of the situation and direct you on the action to take. Please follow their instructions and do as asked. Similarly, if you are at a community college, their security personal may arrive and take control of a situation please follow their instructions as well.
TOPICAL OUTLINE:

TOPICS
1. U.S. Labor History

2. Labor Law

3. Unions in Workplace
   A. Structure and operation of unions
   B. How unions are organized – and avoided
   C. Workplace effects of unions

4. Elements of Labor Contracts

5. Collective Bargaining
   A. Traditional
   B. Interest-based
   C. Impasses and strikes

6. Contract Enforcement
   A. Grievance process
   B. Arbitration

7. New Models of Labor Relations
Class Schedule for FSM 332 – Labor Relations

**Week 1**
Read Chapters 1, 2, 3, and 4. Answer question 1 at the end of both chapter 2 and 3 and question 3 at the end of chapter 4. Submit your answers electronically. Be ready to discuss them in class.
Do quiz #1 via blackboard

**Week 2**
Read Chapters 5, 6, and 7. Answer question 4 at the end of chapter 5 and question 1 at the end of 7. Submit the answers for the previous questions electronically. For chapter 6, read the case at the end of the chapter. Be sure and read the problem section. Discuss this on blackboard. If your name begins A – L you will discuss it from the union organizer perspective and if you are M – Z then you will be discussing it from the management perspective. Be sure all discussion takes place on blackboard.
Do quiz #2 via blackboard

**Week 3**
Read Chapters 8, 9, and 10. Answer, question 4 at the end of 8 and question 2 at the end of chapter 9 and 10. Be prepared to discuss the cases in chapters 7, 8, and 9 in class. Submit your answers electronically.
Do quiz #3 via blackboard

**Week 4**
Read Chapters 11, 12, and 13. Answer question 5 at the end of chapter 11 and question 3 at the end of 13. Submit your answers electronically. Read the case at the end of chapter 12 and discuss it on blackboard. Be prepared to conduct a mock exercise in class next week.
Do quiz #4 via blackboard

**Week 5**
Read Chapters 14, 15, 16, and 17. Answer question 3 at the end of chapter 14, question 1 at the end of 15 and 16 and question 3 at the end of 17. Submit your answers electronically. Be prepared to discuss the cases in chapters 15 and 16.
Do quiz #5 via blackboard