

MANAGEMENT 454

INSTRUCTOR: DAN BUJAS

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CONSULTATION: BY APPOINTMENT ONLY

(Revised Syllabus)

REQUIRED TEXT: **LABOR RELATIONS: DEVELOPMENT, STRUCTURE AND PROCESS**, TENTH EDITION
AUTHOR: JOHN FOSSOM

COURSE OVERVIEW: The purpose of the course will be to provide the student with a “real world” view of the contemporary labor relation process. The text will be augmented by classroom discussion as well as additional reading and analysis of current labor management issues. Several guest speakers have been scheduled and will present their specific real world experiences to the class.

COURSE POLICIES:

- Each student will be required to be prepared for each class. This will include but is not be limited to completing each reading assignment. Each student will be expected to be prepared to discuss the reading assignment as well as other labor management relations topics (guest speaker topics) that may be presented during the semester.

The course will be taught by the “Socratic Method “, therefore punctuality, attendance and active participation will be essential.

*No cell phone usage of any kind will be allowed during class time. If lap tops are used, they must be used strictly for note taking purposes.

COURSE REQUIREMENTS:

GRADING CRITERIA:	% OF OVERALL GRADE
MID TERM EXAM	20%
THOUGHT PAPER #1	20%
THOUGHT PAPER #2	20%
FINAL EXAM	25%
CLASSROOM PARTICIPATION	15%

*In addition, each student will have the opportunity to participate in a “**mock negotiation**” exercise. Group preparation for the exercise is strongly suggested and will be completed outside of normal classroom time.

ATTENDANCE: Attendance for the lecture segment of the class is at the discretion of the student. However, all students must participate in the group exercises and each group will provide a roster of attendees for those sessions.

LATE ASSIGNMENTS: No assignment will be accepted after the due date without the prior approval of the instructor. It is understood that any late assignment accepted by the instructor will automatically have a one (1) letter grade deduction. In addition, there will be no make up option for missed examinations.

ACADEMIC HONESTY: You are expected to abide by the CBA Student Code of Ethics, in keeping with CBA policy, evidence of academic dishonesty will automatically result in a failing grade for the course and disciplinary review by the University. Academic dishonesty includes, but is not limited to: cheating, plagiarism, falsification of information, examination by proxy, bribery, and non-original works. Plagiarism is such a serious offense that it is grounds for expulsion from the University and can mar your academic transcripts as well as reduce prospects for hiring and graduate program admission. To update yourself on the honor code for the college as well as your rights and responsibilities as a student, please review the CBA honor code/Student Rights and Responsibilities at:
<http://www.uic.edu/cba/ugrad/Documents/CBAHonorCodestudentresponsibility.pdf>

STUDENTS WITH DISABILITIES: The University of Illinois at Chicago is committed to maintaining a barrier free environment so that individuals with disabilities can fully access programs, courses, services and activities at UIC. Students with disabilities who require accommodations for full access and participation in UIC Programs must be registered with the Disability Resource Center (DRC), Please contact DRC at (312) 413-2183 (voice) or (312) 413-0123 (TDD). More information may also be found at the DRC Website located at http://www.uic.edu/dept/oaa/disability_resource/index.html.

Students requesting accommodation must provide a Letter of Accommodation (LOA) outlining the specific accommodations requested for the course. This letter is developed by the DRC in coordination with the student and delivered by the DRC or student prior to the start of the semester.

COURSE CALENDAR: (PLEASE NOTE THAT THE COURSE CALENDAR IS INTENDED AS A GENERAL OUTLINE FOR COURSE ACTIVITIES AND MAY BE ALTERED AT ANY TIME BY THE INSTRUCTOR).

DATE	READING ASSIGNMENT
August 27	Introduction (none)
August 29	pages 1-23 Chapter 1
August 31	Discussion/Group Formation
September 3	NO CLASS (LABOR DAY)
September 5	pages 26-59 Chapter 2
September 7	Evolution of American Labor (discussion)

September 10	pages 60-89 Chapter 3
September 12	
September 14	(Discussion)
September 17	pages 90-123 Chapter 4
September 19	
September 21	Union structure (discussion)
September 24	pages 124-151 Chapter 5
September 26	Union members (discussion)
September 28	Thought paper #1 due
October 1	pages 152-189 Chapter #6
October 3	Union Organization Campaigns
October 5	(discussion)
October 8	pages 190-214 Chapter #7
October 10	Union Avoidance
October 12	MID TERM EXAMINATION
October 15	pages 215-251 Chapter #8
October 17	Bargaining Environment
October 19	(discussion)
October 22	pages 252-293 Chapter #9
October 24	Wage and Benefit Issues in Bargaining
October 26	(Discussion)
October 29	pages 294-319 Chapter #10
October 31	Nonwage issues in bargaining
November 2	(discussion)
November 5	pages 320-394 Chapter #11
November 7	Mock Negotiation Exercise (preparation)
November 9	Mock Negotiation Exercise
November 12	pages 395-428 Chapter #12
November 14	Mock Negotiation Exercise
November 16	Bargaining to Impass (discussion)
	(Bargaining Exercise Review)
November 19	pages 429-461 Chapter #13
November 21	Union-Management cooperation (discussion)
	Thought paper #2 due

November 23	NO CLASS (THANKSGIVING HOLIDAY)
November 26	pages 462-520 Chapter #14
November 28	Chapter #15
November 30	Contract Administration, Grievance Arbitration
December 3	pages 521-552 Chapter #16
December 5	Public Sector Labor Relations (discussion)
December 7	FINAL EXAM REVIEW
December 10-14	Final Exam

Additional reading assignments will be distributed for the discussion dates. All dates and topics are subject to change.

NOTE: Several guest speakers have been invited to share their perspective on current labor issues. The discussion material they present will be considered course material for examination purposes.

THOUGHT PAPER REQUIREMENTS

The "Thought Paper" assignment's primary focus will be to provide a critical discussion of a particular management labor issue viewed and discussed from the perspective of alternative points of view. The subject of the paper are to be determined by you own interests.

Your examination of the issues relating to your subject choice must include:

- 1). Identification of the Parties involved (union/management)
- 2). Define the scale and scope of the issue to be discussed. It should include a discussion analysis from the individual worker, union, management, workplace and scope of any local or global social, regulatory and other stakeholder considerations.
- 3). Identify the issue to be discussed. Additional emphasis should be focused on the collective bargaining language and or regulatory considerations that may apply.
- 4). What are the tactics/strategy that has been used (from the company/agency/union) standpoint.
- 5). Outcome of issue(s) (if applicable).
- 6). Critical examination of any outside influences affecting the issue. A review of the public opinion, media concerns, stockholder equity issues, and customer perspective regarding the issue.
- 7). Success of failure of the resolution of the issues.

8). Your plan, what you would do to address the issues taking into consideration government regulation, stockholders, customers, employees and management team.