

Georgia Southwestern State University  
Course Syllabus  
Fall 2008

- Course           MGNT 4690 Labor Relations  
Schedule        Online
- Instructor       Robert Ledman, Ph.D. ([rledman@canes.gsw.edu](mailto:rledman@canes.gsw.edu))
- Office           Business Administration Room 332  
Office Hours  
Phone           770-861-0015 or 770-246-0178
- Text             *Labor Relations: Development Structure, Process*, 10<sup>th</sup> edition John A. Fossum
- Course Descr.  An analysis of the industrial relations problems between organized labor and management, and the interrelationships of the union, its members, and the nonunion workers.
- Outcomes       This course will strive to accomplish the following outcomes.
- Students will be able to discuss the historical foundations of labor unions.
  - Students will be able to identify and explain the primary roles and functions of management and labor in the collective bargaining process.
  - Students will gain practice writing and communicating orally.
  - Students will be familiar with laws governing labor unions.
  - Students will have an understanding of contemporary issues related to the current state of labor relations in the United States.
- Grading Scale   90-100=A, 80-89=B, 70-79=C, 60-69=D, <60=F
- Grading         Tests                       50% (25% each)  
                  Cases & Arbitrations   25%  
                  Online Discussion       25%
- Examinations   Exams will be essay type. **Makeup exams will only be given if arrangements are made in advance of the exam time.**

**Attendance**       Online attendance, that is, participation in the online discussions, is expected. Attendance is here defined as making at least one meaningful contribution to the weekly discussion **before the next week begins (see below for definition of the class week)**. Excellent attendance will be rewarded by the assignment of extra points added to each exam score for perfect attendance during the intervals identified--beginning of classes to midterm and midterm to final. Points will be assigned on an all or

nothing basis with 6 points possible for each exam. To receive the bonus points you must be “present” by midnight of the day following the posting of new chapter discussion topics are made. **On campus students must be present by the time I complete taking the roll to be eligible for the bonus points.** Tardiness will result in loss of the bonus points. Any student who accumulates more than two unexcused absences (not participating in the weekly discussion in a meaningful way or not arranging in advance for the absence to be excused) will receive a grade of "F" for the course. To avoid unexcused absences, notify the professor in advance if you will not be able to participate in the discussion within the designated time (from the time of posting until the next topic is posted).

**Teaching Approach** I believe in an active learning environment. Research suggests we learn best when we are active participants instead of passive observers. Therefore, I try to involve students in their learning by asking questions, having group discussions, and having students analyze cases. Students who have prepared for class in advance will likely gain the most because they will be able to participate actively.

**Peer Review** Each team will provide its members with their performance standards by the end of the first week of class. Any team may “fire” a team member for non-performance with cause. With cause means you can clearly show how the team member has not met the defined performance standards. A request for termination must be made to the instructor who will approve/disapprove such action based on the case made.

**Assignments** The listing below does not necessarily constitute all daily student requirements and is given to guide your study. Specific assignments may be given in addition to those below. Advance reading and preparation for all classes is expected. **Assignments are due by the designated time. Any assignment not turned in on time will be considered late and receive a ZERO grade.**

**Week of Assignment**

8/14 Chaps. 1 & 2 Introduction and Evolution, organize teams

8/21 Chap. 3 Labor law,

8/28 Chap. 4 Union Structure and Government

9/4 Chap. 5 Unions—attitudes, behaviors and political activities

9/11 Chap. 6 & 7 Union Organizing and Union Avoidance

9/18 Chap. 8 Bargaining Environment

9/25 **Midterm 9/29-30**

10/2 Chap. 9 Wages and Benefits

10/9 Chap. 10 Non-wage Bargaining Issues

10/16 Chap. 11 Negotiations

10/23 Chap. 12 Impasses and Their Resolution

10/30 Chap. 13 Labor-Management Cooperation

11/6 Chap. 14 Contract Administration, **Term Project Due Wed. 11/8 by Noon**

11/13 Chap. 15 Arbitration

11/20 Chap. 16 & 17 Public Sector and Labor Relations in Market Economies

12/2 **Final 12/2-3**

All assignments will be accepted via e-mail or hard copy.

**Quality Control** All written reports should be carefully edited and proofread to ensure quality. Written reports, papers, and term projects with excessive grammar, spelling and punctuation errors (more than 5) will have 2 points per error taken from the grade. The two-point penalty will be assessed for all errors if more than 5 exist. **You should be willing to stake your job and your career on the papers you turn in.**

**Academic Integrity** All students are expected to know and follow the college's policies for academic integrity. Cheating or plagiarism will result in a failing grade for the assignment.

**Accommodating Disabilities** If you need any accommodation because of a disability, please see me after class or make an appointment. Be sure you have the necessary documentation.

This syllabus is subject to change as necessity dictates.