

# Texas A&M University – Texarkana

## MGT326.001 – Labor Relations

### Course Syllabus

**Effective Date:** Spring, 2014: Jan. 13 – May. 7

**Instructor:** Richard Herrera, Ph.D.  
**Office:** Rm.110: University & Health Science (UHS) Building  
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**Office Hrs:** Mon: 3:00pm-6:00pm  
Tues: 3:00pm-6:00pm  
Wed: 4:00pm-6:00pm  
Thurs 4:00pm-6:00pm  
Other times by appointment

**Class Location:** Thursday 1:00pm-3:45pm: Location: Main campus, UHS Bldg., Rm. 152?

**Semester Credit Hours:** 3 SCH;

**Course Delivery Method:** 16 Week Face-To-Face

**Course Description:**

Labor in the United States with emphasis on the historical development of unionism labor legislation, union structure, bargaining issues, contract negotiations and administration, and labor-management relations.

**Required Textbook/Resources:** Fossum, J., Labor Relations: Development, Structure, Process, 11<sup>th</sup> Edition, 2012. McGraw Hill. ISBN – 9780078029158.

**Course Requirements And Methodology:**

MGT 326.001: Labor Relations is a course being offered in a 16 week, full-term format. The Blackboard Learning System will be used to deliver all resources needed for students to successfully complete this course. This includes the course syllabus, a gradebook section that manages assignments and grades, and a discussion section that allows for communication between the student and professor throughout the course. Student PowerPoint slides, covering each of the chapters, will also be available on Blackboard under Course Content.

Students can access My Blackboard from A&M-Texarkana's homepage and choosing Current Students and then Blackboard. From the webcourses page click on the graphic that says My Blackboard. Also, the web address (or URL) for the A&M-Texarkana web server is at <https://bb1ap.tamut.edu>. That will take you to My Blackboard where you will log in. To login you will need a User ID and a Password. Your User ID is the first 4 letters of your last name and the last 4 of your Campus Wide ID. Example: jams5634. [If your last name is smaller than 4 characters then enter your whole last name] Your Password is your Campus Wide ID with no dashes or spaces. Example: 34523456.

Additional resources are available to assist students and include a distance learning overview, student FAQs, the A&M-Texarkana online system that takes you directly to Library and Student Services, technology and distance education services, and a student guide to blackboard:

### **Undergraduate courses:**

At the completion of your degree our BBA graduates should be proficient in the following areas:

- **Goal 1:** Our graduates will be competent in the broad business disciplines that underlie in the BBA degree.
- **Goal 2:** Our graduates will be competent in the discipline of their chosen major.
- **Goal 3:** Our graduates will demonstrate critical thinking skills.
- **Goal 4:** Our graduates will be able to communicate effectively in writing and in front of a group.
- **Goal 5:** Our graduates will be competent in the use of analytical tools via business software tools.
- **Goal 6:** Our graduates will be able to properly integrate business disciplines in developing holistic, multi-functional solutions.
- **Goal 7:** Our graduates will be able to correctly analyze financial statements.

### **Graduate courses:**

At the completion of your degree, TAMU-T graduate students should be proficient in several areas. You can access these goals at: [www.tamut.edu/cob](http://www.tamut.edu/cob).

### **Student Learning Outcomes:**

Upon successful completion of this course, the student will be able to:

1. Define, discuss, and differentiate important terminology, facts, concepts, principles, laws, and theories relating to labor-management relations.
2. Identify and apply appropriate terminology, facts, concepts, principles, laws, and theories when analyzing basic labor-management relations problems.
3. Develop solutions to basic labor-management relations problems using the terminology, facts, concepts, principles, laws, and theories taught in this course.
4. Evaluate the quality of their proposed solutions against appropriate labor-management relations criteria, including union responses.
5. Describe the stages and processes involved in resolving disputes in the workplace, including grievances and arbitration.
6. Discuss fundamental differences in labor-management relations between the United States and other selected countries.
7. Discuss the history of unionization and current issues confronting unions in the United States, including globalization, diversity, and the shift to a service economy.

### **Methods of Evaluation:**

Each student's performance will be evaluated as follows:

Assignment	Percent of Grade
Exam #1 (Chapters 1- 5)	25 %
Exam #2 (Chapters 6-10)	25 %
Exam #3 (Chapters 11-15)	25 %
Case Studies (4)	25 %

Exams will be taken through blackboard and will be posted under the Course Content link. Each exam will consist of 50 multiple choice questions, each worth two points. You will have approximately 90

minutes to complete the exam. The exams will be available for you to take online from 12:30am to midnight on the exam date listed on the complete course schedule. The timer is computer generated and will automatically turn on when you begin the exam and automatically shut off after 90 minutes, so you will need to time yourself accordingly. If time permits, you will have the opportunity to go back and check or change your answers if you wish.

**Please Note: Each of the exams will only be available on the one day that is listed in the Complete Course Schedule. There are no make-up assignments for missed exams. A grade of zero will be assigned for an exam not taken on the day and time scheduled. If you are unable to take the exam on the date listed on the schedule due to some conflict, you must get with me PRIOR to the exam so that we can make other arrangements.**

Case Studies: The four case studies to be completed for this class will comprise 25% of your overall grade. It will cover material from chapters six, seven, nine, and ten in the text, as outlined in the syllabus. Case studies are due on the dates listed in the syllabus and should be 1-3 pages in length. There will be no make-up assignments for failure to submit case studies on time, and a grade of zero will be assigned.

**Grading Scale:**

- A >= 90-100
- B >= 80-89
- C >= 70-79
- D >= 60-69
- F < 60

**Complete Course Schedule:**

Date	Topic	Assignment
Jan. 16	Overview of Course/Syllabus Introduction	Robbins Chap. 1
Jan. 23	The Evolution of American Labor	Chap. 2
Jan. 30	Employment Law and Federal Agencies	Chap. 3
Feb. 6	Union Structure and Government	Chap. 4
Feb. 13	Unions: Member and Leader Attitudes	Chap. 5
Feb. 18	<b>Exam 1: (Chap's 1- 5)</b>	
Feb. 20	Union Organizing Campaigns	Chap. 6
Feb. 27	Union Avoidance: Rationale, Strategies & Practices <b>Case 1 Due: GMFC Custom Conveyor Division (Chap. 6, p. 193-194)</b>	Chap. 7
Mar. 6	The Environment for Bargaining <b>Case 2 Due: Locating the New Recreational Vehicle Plant (Chap. 7, p. 217)</b>	Chap. 8

Mar.10-14	<b>Spring Break – No Classes</b>	
Mar. 20	Wage and Benefit Issues in Bargaining <b>Case 3 Due: Health Care Bargaining and the PPACA (Chap. 9, p. 301)</b>	Chap. 9
Mar. 27	Nonwage Issues in Bargaining <b>Case 4 Due: GMFC Attitude Survey, (Chap. 10, p. 327)</b>	Chap. 10
Apr. 1	<b>Exam 2 (Chap's 6- 10)</b>	
Apr. 3	Contract Negotiations	Chap. 11
Apr. 10	Impasses and Their Resolution	Chap. 12
Apr. 17	Union-Management Cooperation	Chap. 13
Apr. 24	Contract Administration	Chap. 14
May 1	Grievance Arbitration	Chap. 15
May 6	<b>Exam 3 (Chap's 11- 15)</b>	

- **March 10-14: Spring Break; No Classes**
- **May 8: Final Grades for Graduating Students Due**
- **May 10: Spring 2014 Commencement**
- **May 12: Final Grades Due for all Students**

**Student Participation:**

- a. Students who have federal loans and grants must be aware that participation is monitored in online courses. In the event a student withdraws from a course the student will be required to refund all federal funds prorated from the last date of participation. A student's last access to Blackboard would not suffice as participation. The required weekly activity could include a comment to a blog, a discussion board posting, a journal entry, a quiz or exam, a submitted assignment, or other measurable and tracked activity.
- b. **With regard to web-enhanced and online courses, students are responsible for beginning their participation on the FIRST CLASS DAY by logging on and completing assignments according to the COURSE CALENDAR.** Failure to submit online assignments between the first day of classes and the "university census date" (according to the university schedule) will result in an ADMINISTRATIVE DROP from the course.
- c. **Participation Policy:** Due to the nature of this course, students are expected to read the assigned chapters by the dates listed on the course schedule and be prepared for each of the four exams. You may work ahead of schedule, but do not allow yourself to get behind. In addition to the text material, students will also be responsible for any other material listed on the discussion board section of the syllabus. In order to remain up to date, students will need to check this section for any updates at least once weekly.
- d. **Course Etiquette:** Students are expected to conduct themselves professionally and respectfully at all times when interacting with other class members or with the instructor. Any subject matter or conduct considered to be unacceptable or inappropriate will not be tolerated.
- e. **Use of electronic devices:** The use of electronic devices of any type are not allowed in the classroom during class. Phones must be set to vibrate and if you receive an emergency call, please feel free to leave the room and answer.

### **Disability Accommodations:**

Students with disabilities may request reasonable accommodations through the A&M-Texarkana Disability Services Office by calling 903-223-3062

### **Academic Integrity:**

Academic honesty is expected of students enrolled in this course. Cheating on examinations, unauthorized collaboration, falsification of research data, plagiarism and undocumented use of materials from any source constitute academic dishonesty, and may be grounds for a grade of "F" in the course and/or disciplinary actions. For additional information see the university catalog. Examples of plagiarism can be found at <http://www.turnitin.com>

### **University Email Policy:**

"Upon application to Texas A&M University-Texarkana, an individual will be assigned an A&M-Texarkana email account. This email account will be used to deliver official university correspondence. Each individual is responsible for information sent and received via the university email account and is expected to check the official A&M-Texarkana email account on a frequent and consistent basis. Faculty and students are required to utilize the university email account when communicating about coursework." The Blackboard system will also be used in this class, so you will need to periodically check both emails to keep up to date.

### **University Drop Policy:**

To drop this course after the census date (see [semester calendar](#)), a student must complete the *Drop/Withdrawal Request Form*, located on the University website (<http://tamut.edu/Registrar/droppingwithdrawing-from-classes.html>) or obtained in the Registrar's Office. The student must submit the signed and completed form to the instructor of each course indicated on the form to be dropped for his/her signature. The signature is not an "approval" to drop, but rather confirmation that the student has discussed the drop/withdrawal with the faculty member. The form must be submitted to the Registrar's office for processing in person, email ([Registrar@tamut.edu](mailto:Registrar@tamut.edu)), mail (7101 University Avenue., Texarkana, TX 75503) or fax (903-223-3140). Drop/withdraw forms missing any of the required information will not be accepted by the Registrar's Office for processing. It is the student's responsibility to ensure that the form is completed properly before submission. If a student stops participating in class (attending and submitting assignments) but does not complete and submit the drop/withdrawal form, a final grade based on work completed as outlined in the syllabus will be assigned.

### **Student Technical Assistance:**

- Solutions to common problems and FAQ's for your web-enhanced and online courses are found at this link: <http://www.tamut.edu/webcourses/index.php?pageid=37>
- If you cannot find your resolution there, you can send in a support request detailing your specific problem here: <http://www.tamut.edu/webcourses/gethelp2.php>
- Blackboard Helpdesk contacts:

Office hours are: Monday - Friday, 8:00a to 5:00p

Julia Allen (main contact) 903-223-3154 [julia.allen@tamut.edu](mailto:julia.allen@tamut.edu)

Frank Miller (alternate) 903-223-3156 [frank.miller@tamut.edu](mailto:frank.miller@tamut.edu)

## **Technical Requirements:**

### **Minimum Windows PC Requirements**

- Pentium IV 1.5 GHz+ (preferred: Core Duo)
- 1 GB RAM minimum (preferred: 2 GB)
- 128MB Video Card minimum – Sound Card is required for some courses
- 56K modem minimum (Cable or DSL required for some courses)
- Windows 2000, XP, Vista or 7
- Web browser (Internet Explorer 7.0+; Firefox 3.0+)
- Microsoft Word, minimum Office 97

Some courses will need plug-ins such as Flash player 10+, QuickTime player 7.0+, Adobe Reader 9.0+, Java Runtime Environment (Java 1.6.0\_15), Windows Media Player 10+, RealPlayer, and Macromedia/Adobe Shockwave.

Some online courses may also require a CD ROM (8x minimum, higher recommended)

Blackboard has certified the following browsers for computers, running Windows Operating Systems:

- Internet Explorer 8 or 9 (IE is not supported on Windows XP)
- Mozilla Firefox 3.6+
- Google Chrome

### **Minimum Apple Macintosh Requirements:**

- Intel Core 2.0GHz+
- 1 GB RAM (preferred: 2 GB)
- 128MB Video card minimum – Sound Card is required for some courses
- 56K modem minimum (Cable or DSL required for some courses)
- Web browser (Firefox 3.0+; Safari 3.0+)
- Microsoft Word, minimum Office 97

Some courses will need plug-ins such as Flash player 10+, QuickTime player 7.0+, Adobe Reader 9.0+, Java Runtime Environment, Realplayer, and Macromedia/Adobe Shockwave.

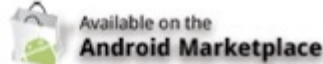
Some online courses may also require a CD ROM (8x minimum, higher recommended)

Blackboard has certified the following browsers for computers running Macintosh Operating Systems:

- Mac OS 10.2 (Jaguar): (Safari 1 is compatible)
- Mac OS 10.3 (Panther): Safari 1.2 (Firefox 1.5 is compatible)
- Mac OS 10.4 (Tiger): Safari 2 and Firefox 1.5 is compatible)
- Mac OS 10.5 (Leopard): (Firefox 2.0 is compatible)

### **I-OS and Android Devices**

These devices are currently supported using the Blackboard Mobile App, available for free from your APP Store or scan the code below:



To access Texas A&M University – Texarkana, there is an individual license fee of \$1.99 per year or \$5.99 lifetime. The fee gives you access to the university from all your (same platform) devices; it is not necessary to pay the fee for each device you own.