

Texas A&M University – Texarkana

MGT326.001 – Labor Relations

Course Syllabus

Effective Date: Fall, 2014: Aug. 25 – Dec. 10

Instructor: Richard Herrera, Ph.D.
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Office Hrs: Mon: 1:00pm-5:00pm
Tues: 2:00pm-4:00pm
Wed: 1:00pm-5:00pm
Other times by appointment

Class Location: TR, 5:30pm-6:45pm: Location: Main campus, Classroom UC-229

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*, 11th 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:

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.

Learning Goals: In support of the College of Business' AACSB Accreditation effort.

Undergraduate courses:

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

Learning Goal 1: Our graduates will be competent in the broad business disciplines that underlie the BBA degree.

Learning Goal 2: Critical Thinking/Problem Solving: Upon completion of their degree program, students will be able to demonstrate critical thinking, including the ability to explain issue; find, analyze, and select appropriate evidence; and construct a cogent argument that articulates conclusions and their consequences.

Learning Goal 3: Communication and decision making under ethical dilemma: Upon completion of their degree program, students will be able to express ideas clearly and coherently orally, in writing, and electronically to a diverse range of audiences and interact with others in large and small group settings.

Learning Goal 4: Global Environment: Upon completion of their degree program, students will be able to analyze the impact of multiple factors on the interconnectedness of diverse peoples in the global environment.

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.

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 %
Group Oral Presentations	15 %
Written Paper Presentation	10 %

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.

Presentations: The presentations will comprise 25% of your overall grade; 10% for the group written submission and 15% for the oral presentation.

Written Presentation: Each group will be expected to submit a 5-8 page paper which details the information covered in their presentation. As this is a group submission, obviously each member of the group will receive the same grade for the written submission which will comprise 10% of your overall class grade. This written paper must be turned in on the day of the presentation. There will be no make-up assignments for failure to submit written papers on time, and a letter grade will be deducted for each day that it is late. Failure to submit the written assignment altogether will result in a grade of zero.

Oral Presentation: Everyone in the group will be expected to participate in the group's presentation to the class. Each individual member will receive a grade for their individual presentation which will account for 15% of their overall class grade. This will insure that each member does their part and participates as a group member.

The cases for the group presentations are as follows and can be found in the Chapter and page numbers below:

Case 1: GMFC Custom Conveyor Division (Chap. 6, p. 193-194).

Case 2: Locating the New Recreational Vehicle Plant (Chap. 7, p. 217).

Case 3: Health Care Bargaining and the PPACA (Chap. 9, p. 301).

Cas3 4: GMFC Attitude Survey (Chap. 10, p. 327).

Grading Scale:

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

Complete Course Schedule:

Week 1	Date	Assignment	Topic
1	8/26 & 8/28	Overview/Chap. 1	Introduction

2	9/2 & 9/4	Chap. 2	Evolution of Labor
3	9/9 & 9/11	Chap. 3	Employment Law
4	9/16 & 9/18	Chap. 4	Structure & Govt.
5	9/23 & 9/25	Chap. 5/ (Exam 1, Sept. 25)	Chaps. 1-5
6	9/30 & 10/2	Chap. 6 Grp. 1 Presentation	Union Organizing
7	10/7 & 10/9	Chap. 7/ Grp. 2 Presentation	Union Avoidance
8	10/14 & 10/16	Chap. 8	Bargaining
9	10/21 & 10/23	Chap. 9/ Grp 3 Presentation	Wage/Benefit Issues
10	10/28 & 10/30	Chap. 10/ (Exam 2, Oct. 30)	Chaps. 6-10
11	11/4 & 11/6	Chap. 11 Grp. 3 Presentation	Contract Negotiations
12	11/11 & 11/13	Chap. 12/	Impasses/Resolutions
13	11/18 & 11/20	Chap. 13	Union/Mgt Co-op.
14	11/25	Chap. 14	Contract Admin.
15	12/2 & 12/4	Chap. 15	Arbitration
16	12/9	Exam 3	Chaps. 11-15

- **September 1: Labor Day; No Classes**
- **November 27-28: Thanksgiving Holiday. University Closed**
- **December 11: Final Grades Due for Graduating Students**
- **December 13: December 2014 Commencement**
- **December 15: Final Grades Due for all Students**

Class Participation:

- 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.
- 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.
- 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>

A&M-Texarkana Email Address:

“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/Student-Support/Registrar/Dropping.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, mail (7101 University Ave., 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.

Revised Administrative Drop Policy: Effective 7/8/14

Beginning with the first class day of the semester, faculty should report to the Registrar’s Office via the preliminary class roster and/or email communication, by a date established by the Registrar’s Office, any student who is not attending their class or who has not logged into Blackboard for an online class.

Faculty members shall automatically initiate an administrative drop for any student who has not been in attendance (face to face class) or has not reported in (web or web enhanced class) by the due date of the preliminary class roster as established by the Registrar’s Office. The Registrar’s Office will notify students by certified mail and/or email that the instructor has initiated the drop process and will instruct them to contact the instructor immediately. If the instructor does not rescind the request in writing within seven (7) days of documentable receipt of the notification, the Registrar’s Office will drop the student from the class. Faculty who fail to submit an administrative drop by the established deadline, should record the grade earned by the student at the end of the semester. Faculty submitting a grade of F for a student will be required to enter the last date of attendance during the grading cycle. Subsequent to the census date final roster, all drops during the semester must be student initiated.

For web courses:

Class Participation: 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. 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.

For web and web enhanced courses:

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

Frank Miller (alternate) 903-223-3156 frank.miller@tamut.edu

Nikki Thomson (alternate) 903-223-3083 nikki.thomson@tamut.edu

Technical Requirements: Minimum Windows Requirements:

- Pentium IV 1.5GHz+ (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)

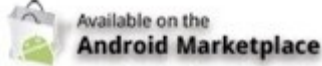
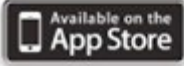
Blackboard has certified the following browsers for computers running

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
- 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. This 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.