WILMINGTON UNIVERSITY
COLLEGE OF BUSINESS
BASIC COURSE INFORMATION

COURSE TITLE: Labor Relations and Collective Bargaining

COURSE NUMBER: HRM 300

I. RATIONALE:

The field of Human Resources has several specialties. Labor Relations is the specialty of working in an environment where employees have chosen to be represented by a third party, namely a union. Unions exist in both the public and the private sector. A Union/Management relationship equates to employers insuring that union demands match a company’s strategic goals, while unions must insure they voice the needs and desires of represented employees while maintaining job stability/security. Labor/Management negotiations, grievance handling and knowledge of the arbitration process are fundamental skills required of labor relations professionals.

II. COURSE OBJECTIVES:

Each student will:

1. Identify past, present and future roles of unions in the work place.
2. Determine the origins, concepts, problems and opportunities associated with the bargaining process.
3. Discuss current affairs about unions.
4. Explain the grievance procedure, disciplinary procedure, unfair labor practices and arbitrations used in business practices.
5. Acquire hands-on negotiation training by the use of simulation.

III. MAJOR INSTRUCTIONAL GOALS:

GOAL A:
The student will understand the evolution of labor relations / collective bargaining.

Learning Outcomes: The student will:

A-1 Examine the evolution of labor relations, which include the state of unions today, why workers unionize, why management is resistant to unions, management philosophies concerning unions, and differences between unions in the private and public sectors.
A-2 Summarize the historical background and legal aspects of belonging or not belonging to a union, including a historical perspective on early attempts to unionize workers, the formation and fall of labor organizations (e.g. Knights of Labors) and the formation of the AFL and later the CIO and even later the joining of both.

GOAL B:
The student will discuss the laws governing unions and the structure of various unions.

**Learning Outcomes:** The student will:

B-1 Discuss the various laws that laid the foundation for unionism including the Norris-La Guardia Act, the National Labor Relations Act, the Wagner Act, the Taft-Hartley Act, and the Landrum-Griffin Act.

B-2 Discuss the various unions including national and local union and understand their formation, structure and governing of their operating principles.

GOAL C:
The student will discuss the various procedures in establishing a collective bargaining agreement and administering the arbitration clause of a labor agreement.

**Learning Outcomes:** The student will:

C-1 Discuss the preparations necessary for collective bargaining negotiations.

C-2 Discuss the various aspects of bargaining the labor agreement, the administration of the agreement, determination of rates of pay, pension plans, vacations, holidays, health care, other supplemental pay including unemployment.

C-3 Examine various aspects in determining the labor agreement including: dues check-off, obligation of both the union and management during the life of the agreement, seniority issues, the grievance/arbitration process, discharge and disciplining of employees.

GOAL D:
The student will demonstrate effective written and oral communications skills when discussing labor relations / collective bargaining theories, principles and practices to all stakeholders.

**Learning Outcomes:** The student will:

D-1 Analyze appropriate labor relations/collective bargaining research for a written term paper.

D-2 Employ appropriate labor relations strategies in a role play of either a mock labor agreement negotiations or mock arbitration/grievance procedure.

D-3 Incorporate practical examples to enhance the theory, principles and trends of the changing labor market.
IV. PROGRAM LEVEL COMPETENCIES:
1. Demonstrate the ability to effectively exchange with stakeholders through clear, concise, research-based verbal, written, electronic, and other communication formats.
2. Apply appropriate legal, ethical, diversity, and inclusion leadership standards as required by business management professionals in a global and pluralistic society.
3. Demonstrate effective information literacy in the synthesis of the principles and practices of Human Resource Management to contribute to the success of the business.
4. Effectively use technology and quantitative techniques in the field of Human Resource Management to solve basis, as well as critical, issues and problems.

V. WILMINGTON UNIVERSITY GRADUATION COMPETENCIES:
1. Oral Communication
2. Written Communication
3. Disciplined Inquiry
4. Information Literacy
5. Ethics