WILMINGTON UNIVERSITY
COLLEGE OF BUSINESS
COURSE SYLLABUS

FACULTY MEMBER: Leave Blank
TERM: Leave Blank
COURSE TITLE: Labor Relations and Collective Bargaining Procedures
COURSE NUMBER: MGT 7501
OFFICE HOURS/METHOD OF CONTACT: Leave Blank

Technical Requirements that may be required to utilize technology in this course:
- A headset or microphone.
- A webcam.

RATIONALE:
Use description from WU website: Course Descriptions

COURSE DESCRIPTION:
This is an intensive survey course with a focus on a comprehensive study of the development and growth of the labor movement in the United States. The evolution of the legal framework for collective bargaining in the private sector is reviewed, including current laws and administrative procedures. The collective bargaining process and the administration of an agreement are covered, using grievance handling and dispute resolution methods such as arbitration and mediation.

MAJOR INSTRUCTIONAL GOALS:
Each student will:

1. Explore the history of the labor movement in the United States and gain an appreciation of how the laws in the private sector allowed employees to organize for the purpose of collective bargaining.

2. Understand and gain an appreciation for the historical perspective of the labor movement and labor relations.

3. Gain knowledge of both Federal and State law protecting employees’ right to organize.

4. Develop an understanding of the complex issues and situations inherent in labor-management relationships.

5. Acquire an understanding of the process and steps taken to form a labor union.
6. Understand the collective bargaining process and the rights and obligations of the parties.

7. Students will acquire an understanding of the challenges and opportunities facing management and labor organizations.

8. Acquire an understanding of a comprehensive and systematic approach to the negotiation process, administration of contracts, the impact of local unions, and the legal environment associated with these processes.

9. Understand the theoretical and pragmatic aspects of modern determination.

10. Gain the ability to understand and relate the components of labor relations and collective bargaining to the current labor market and public policy.

11. Gain an appreciation of the importance of the negotiated language and how this language will affect the administration of the contract.

12. Develop an understanding of the interaction of management and labor in the bargaining process.

13. Develop an understanding of the dispute resolution processes available and its importance to resolving conflict.

14. Comprehend the government's role in regulation of the labor market.

15. Analyze and understand trends and conditions in labor-management relations nationally and internationally, and how they impact on the U.S. economy.

16. Demonstrate the ability to assimilate and communicate knowledge, ideas and innovations concerning labor relations and collective bargaining through written and oral presentations.

PROGRAM COMPETENCIES: (Intended student learning outcomes)

- Develop an understanding of contemporary leadership and management models and theories.

- Develop an understanding and the ability to apply change frameworks and models.

- Articulate personal values and goals as guideposts to personal behavior.

WILMINGTON UNIVERSITY GRADUATION COMPETENCIES: (Broad based goals)

Oral Communication

- Speak with confidence, clarity, and conciseness.
- Research, prepare, and deliver professional presentations.

Written Communication
• Write clearly, concisely and appropriately using correct English grammar, punctuation, usage, mechanics, sentence structure, and vocabulary.
• Use appropriate APA format for scholarly writing.

Disciplined Inquiry
• Use quantitative, qualitative, and scientific reasoning to solve problems.
• Exercise critical thinking strategies including reasoning, problem solving, analysis and evaluation.
• Define a problem or issue and develop questions and methods to address the problem or issue and/or create new knowledge.

Information Literacy
• Access and use information effectively, efficiently, and appropriately.
• Evaluate the quality of sources and content.
• Use technology to effectively locate and communicate information.

Ethics
• Demonstrate knowledge and application of prescribed ethical codes and/or behaviors promoted by professions.

METHODOLOGY:
A. Teaching Methods: Describe what methods will be used to convey information to students.
B. Evaluation Procedures: Describe specifically how course objectives/outcomes will be evaluated (e.g. essays, projects, discussions, quizzes/exams, etc.)
C. Major Assignments used for Outcomes Assessments: Describe any Outcomes Assessments mandated in the course. For example, Peregrine testing. Any OA assessments required should be supplied by the Chair. This is a mandatory assessment used in all sections of all courses.

COURSE SCHEDULE AND CHECKLIST:
Provide a list of assignments by week, point values, and due dates (e.g. Sunday of Week 1). For online sections, Your instructional designer can help you build this table from the Grade Center in Blackboard.