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Office Hours: By appointment / Building T-2 room 380

E. Edward Herman

Course Overview

We will begin our study of Collective Bargaining and Labor Relations with a review of the history of the trade union movement in the United States. We will examine the legal framework and political activities that control and help define the current labor-management environment. Additionally, we will take a strong look at the collective bargaining process; get better acquainted with the mechanics of dispute resolution, and; examine the role of the judiciary in labor-management relations.

Purpose and Goals

It is the purpose of this course to introduce future operations personnel, supervisors, and managers to the field of Labor-Management Relations. To provide them with a basic understanding of labor law and of the political and economic issues that tend to define the industrial relations environment. We will examine how unions organize workers, form bargaining units, and, through bargaining, structure and subsequently work with management to administer the labor agreement.

Projects and Exams

There are nineteen (19) Arbitration Cases presented in the back of the text. Each case identifies the parties to the action and the basis for the dispute. The arguments of both parties have been summarized and some of the relevant facts outlined. At the conclusion of each case you will note that specific questions have been advanced concerning the readers interpretation of the stated facts and requesting an opinion on how best to resolve the case. Your assignment will be to select any 15 of these cases’, address the questions raised, and reinforced with your rational, decide how you would rule in each case. You will in essence be acting as the arbitrator in each case and you should be prepared to defend and rationalize your opinions. Class presentations may be a part of this project.

There will be two midterms and a final exam. The first exam is scheduled for September 19th and the second exam is tentatively set for October 24th. The final exam is scheduled for December 7th from 2 – 5pm. Each exam will cover approximately five (5) chapters in the assigned text and all questions will be short essay. The final exam will not be comprehensive. Each exam and the class project are worth 25% of the final grade. There will be no makeup exams.

The course lecture notes are available at the Instructor’s web site www.uh.edu/~wagon . The course syllabus is also available at this site.