

MGMT 454
Labor-Management Relations
Fall 2009

Professor: Dr. Hoobler
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Office Hours: Tuesdays 2 – 3:15 p.m., and by appointment
Course Day & Time: Tuesdays & Thursdays 3:30 – 4:45 p.m.
Course Location: Grant Hall 205

Course Overview: The purpose of this course is to provide you with a historical context for labor-management relations in the United States through which to understand current labor unionism. We will focus on 1) labor practices' impact on firms and society and 2) the collective bargaining process.

Course Materials: *Labor-Management Relations, 1st edition, 05/06*, by John Overby. Dubuque, IA: McGraw-Hill/Dushkin.

I will also often provide many articles for you to read in preparation for the next class meeting or in class on the day we will discuss them.

Course Policies:

Participation/Preparation/Contribution

1. Be prepared by being familiar with readings, bringing any assignments, and being ready to discuss class topics.
2. Visible participation such as making comments is important as well as less obvious participation such as listening and being engaged in class activities.
3. Take responsibility for yourself and for getting the information you need to succeed.
4. Be punctual.
5. Act in ways that connote goodwill toward the class. Be especially respectful of viewpoints and backgrounds that might differ from your own. The wise learner listens even more intently to positions that differ from his or her own.
6. Act honestly. Plagiarism will be prosecuted to the full extent possible under university policy. This course and its associated coursework are being administered under the policies of the University of Illinois at Chicago (UIC) College of Business Administration Honor Code. All students are expected to respect and uphold this code.

Communication

I am happy to make time to talk in person or by phone. I will answer phone calls in my office, but the best way to reach me is by email. I check it regularly.

Phones/Computers in Class

Turn off cell phones in class. No text messaging is allowed. If laptops are used, they must be strictly for note taking and you may be asked to turn them off if they become distracting.

Late Work

Assignments will be graded down 10% after class, and 10% for each additional day they are late. Exceptions to this rule will be considered only for unusual circumstances.

Special Considerations

Come talk to me during or after the first class period should you:

- have specific physical, psychiatric, or learning disabilities which require accommodations. Discussing this with me early in the semester will ensure your learning needs are appropriately met.
- observe religious holidays or practices which will require you to be away at some point during the semester or which could affect your performance in this class.

Note: The course syllabus provides a general plan for the course; deviations may be necessary. It is your responsibility to come to class to stay apprised of changes in assignments, due dates, material to be covered, and the like.

Course Requirements:**

Grading Criteria	Date	% Overall Grade
Exam #1	Oct. 1	25%
Thought Paper	Oct. 8 or 13	25%
Exam #2	Oct. 29	25%
Final Exam	Dec. 11	25%

Letter grades for this course will be given as follows: A=90-100; B=80-89; C=70-79; D=60-69.

* * Please note: you must complete the thought paper, take the 3 exams, and attend the Pullman Museum tour with the class to pass this course. That is, failing to complete one or more of these requirements will result in an F for the course.

Course Calendar

<i>Date</i>	<i>Assignment</i>
August 25	Introduction
27	Terms/Concepts – no reading assignment
September 1	Labor History– no reading assignment
3	Labor History– no reading assignment
8	Labor History– Article 40
10	Farm Workers – Article 11 & “Grapes of Wrath” article (professor to provide the latter)
15	The Law – Articles 1-3 & 6
17	The Law – Articles 1-3 & 6
22	Pullman Porter Museum Visit (half of the class) Prior to the trip, visit and read thoroughly: http://www.kentlaw.edu/ilhs/pullpar.htm and http://www.aphiliprandolphmuseum.com/index.html
24	Pullman Porter Museum Visit (second half of the class) http://www.kentlaw.edu/ilhs/pullpar.htm and http://www.aphiliprandolphmuseum.com/index.html
29	Optional Review Session
October 1	Exam #1
6	Contemporary Chicago Labor Issues
8	Labor in the Public Sector – Article 42 Thought Paper Due for those who went on the field trip on 9/22
13	Rights in Non-Union Settings – Articles 4 & 5 Thought Paper Due for those who went on the field trip on 9/24
15	Contract Negotiations, Mediation, Dispute Resolution – Articles 22, 23, 29, 31
20	Contract Negotiations, Mediation, Dispute Resolution – Articles 22, 23, 29, 31
22	Contract Negotiations, Mediation, Dispute Resolution – Articles 22, 23, 29, 31

	27	Optional Review Session
	29	Exam #2
November	3	Elections & the Right to Work – Articles 28 & 8
	5	A Living Wage – Articles 9 & 50
	10	A Living Wage – Articles 9 & 50
	12	International Labor Pains – Articles 12, 44, 47
	17	International Labor Pains – Articles 12, 44, 47
	19	Day Laborers – Article 21
	24	Today’s Issues – Articles 15, 19, 20, 36, 46
	26	No Class – Thanksgiving Holiday
December	1	Today’s Issues – Articles 15, 19, 20, 36, 46 and The Future of Unionism – Articles 16, 17, 48
	3	The Future of Unionism – Articles 16, 17, 48 and Optional Review Session
	11	Final Exam – 1- 3 pm