

**Mercer University**  
**Stetson School of Business and Economics**  
**Summer Session 2010**

MGT 433.1D1 Labor - Management Relations  
Tuesday 5:30 – 9:45 p.m.  
E-Mail: [sisk\\_fa@mercer.edu](mailto:sisk_fa@mercer.edu)  
Office Hours: Monday & Wednesday 12:30-2:30

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**STETSON SCHOOL OF BUSINESS & ECONOMICS**  
**MISSION STATEMENT**

*The Stetson School of Business and Economics (SSBE) promotes the advancement and integration of quality business education and practice. In support of Mercer University's mission, the School provides undergraduate and graduate programs that are designed to enable, enhance, and expand professional careers, civic responsibility and lifelong learning.*

**Catalog/Course Description:** Examination of the historical development and current status of collective bargaining, identification of the role of the three actors (labor, management, and government) in the practice of collective bargaining; study of the impact of recent institutional, legislative, and economic developments on labor-management relations.

**Course Prerequisite:** MGT 363

**Course Objectives and Outcomes:**

To provide the student with knowledge of:

1. the positions and needs of the three actors/parties while accomplishing the firm's goals.
2. the evolution and role of labor unions in contemporary corporations.
3. the history and development of collective bargaining in the U. S.  
and the many laws and regulations that control the behavior of both parties.
4. the role of management in union relations and avoidance.

**References:**

These references can be found through the Swilley Library website on Ebrary. Specific readings/articles can be retrieved through GALILEO.

Fairris, David (1997) *Shopfloor Matters: Labor-Management Relations in 20<sup>th</sup> Century American Manufacturing*. Routledge Publishers.

Fantasia, Rick (2004) *Hard Work: Remaking the American Labor Movement*. University of California Press.

Wheeler, Hoyt (2004) *Future of the American Labor Movement*. Cambridge University Press.

**Evaluation Criteria:**

<b>Class Attendance &amp; Participation</b>	<b>25%</b>
<b>Readings Journal</b>	<b>25 %</b>
<b>Mid Term Exam</b>	<b>25%</b>
<b>Final Exam</b>	<b>25%</b>

**Explanation of Evaluation Criteria:**

- 1. Class Attendance & Participation:** Students are expected to attend every class session and be prepared to participate in class discussion by reading assigned readings before class and arrive on time. If students must miss class or leave early this must be arranged with the professor before the class meeting. If an emergency should arise, students should call the professor and inform of their inability to attend and the reason for the absence. Unexcused absence will result in a penalty in class participation grade.
- 2. Readings Journal:** In order to prepare for each class session and to attain the expected mastery of course concepts, students are required to keep a diary of required readings. They are required to be submitted on a bi-weekly basis. They will not be returned and an electronic copy should be kept by the students as well as the copy submitted to the professor. Three journals will be submitted on June 8th, June 22nd, and July 13th. They should contain a synopsis of each reading assignment as well as the importance/relevance to understanding the course with potential applications. Each reading assignment (chapters and articles) should be approximately four paragraphs in length. If not submitted on time there will be a 10 point reduction per day late.
- 3. Mid Term and Final Exam:** The midterm exam in this course will be open book and open note. The midterm will be posted on Blackboard following class June 8th and due June 15<sup>th</sup> at 9:00 p.m. by electronic submission on Blackboard. Late submissions will not be accepted unless arrangements are made in advance with the professor. The final exam will be administered in class. A one page “help” sheet will be allowed and should be turned in with the exam.

**Grading Policy:**

<b>90-100</b>	<b>A</b>
<b>87-89</b>	<b>B+</b>
<b>80-86</b>	<b>B</b>
<b>78-79</b>	<b>C+</b>
<b>70-77</b>	<b>C</b>
<b>60-69</b>	<b>D</b>
<b>Lower</b>	<b>F</b>

**Honor Code:** Mercer University Atlanta expects each and every student to maintain the highest principles of academic honesty and integrity. Violations of academic honesty represent a breach of the University's expectations and will be regarded as a serious matter. Violations include, but are not limited to, the following:

1) **Plagiarism:** The use of ideas, facts, phrases, or additional information such as charts or maps, from any sources, without giving proper credit to the original author. Using direct quotations, paraphrases, or reproductions of any material which is not of the student's own authorship is also considered plagiarism. Failure to reference any such material used is both ethically and legally improper.

2) **Cheating:** The use of unauthorized sources of information or signing the roll for another student.

**Protocol for Use of Cell Phones and Pagers**

Out of courtesy for all those participating in the learning experience, all cell phones and pagers must be turned off before entering any classroom, lab, or formal academic or performance event.

**Atlanta and Regional Academic Centers**

Students with a documented disability should inform the instructor at the close of the first class meeting. The instructor will refer you to Richard Swilley, Vice President of Campus Life, 678-547-6823, for consultation regarding evaluation, documentation of your disability, and recommendations for accommodation, if needed. To take full advantage of disability services, it is recommended that students make contact, immediately. The office is located on the second floor of the Sheffield Student Center room 212.

**Inclement Weather:**

If severe weather occurs, classes will be canceled in accordance with the Associate Provost's decision of Mercer-Atlanta. Call the Mercer weather line for information about class cancellations (678) 547-6111 (Atlanta) or listen to WSB 750 AM.

## COURSE SCHEDULE

<u>DATE</u>	<u>TOPIC</u>	<u>READINGS</u>
May 25	Course Introduction Why Unions Evolution of American Labor Video: Union Maids	Hoyt: Chapter 1, 3 & 4 Fantasia: Chapter 2
June 1	Labor Law & Federal Agencies	Wikipedia: Labor History of the United States
June 8	Union Memberships & Leadership Union Organizing Campaigns Video: Norma Rae Journal #1 Due	Hoyt: Appendix Interview Fantasia: Chapter 1
June 15	Mid Term Exam Due 9:00	
June 22	Collective Bargaining /Contract Negotiations Mediation & Arbitration Video: A Tale of Two Companies/ We Can't Wait	Fairris: Chapter 7
June 29	Guest Speaker	
July 6	Adversarial Relations Union Avoidance Journal #2 Due	Hoyt: Chapter 2 Fantasia : Chapter 4 & 5
July 13	Final Exam	