

OAKLAND UNIVERSITY

School of Education and Human Services
Department of Organizational Leadership
Human Resource Development Program
Ken Morris Center for the Study of Labor and Work

COURSE SYLLABUS

COURSE NUMBER: HRD 3440 (320)

COURSE TITLE: Introduction to Labor and Employment Relations

SECTION NUMBER: 11296 - HRD 3440 – 070

CLASSROOM LOCATION: 318 Pawley Hall

COURSE DATES AND TIMES: Winter Term, 2018
Tuesdays, 8:30 A.M. until 11:50 A.M.
Classes January 9 through April 17, 2018
Final Examination, April 24, 2018 8:30 A.M.

FACULTY MEMBER: Michael P. Long, J.D. OU Phone: 248-370-3124
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OFFICE HOURS: Tuesdays: Prior to and after class
Appointments available Please contact Professor Long for an appointment.

BIOGRAPHICAL STATEMENT:

Professor Long is an Associate Professor in the Department of Organizational Leadership / Human Resource Development Program and Director of the Ken Morris Center for the Study of Labor and Work at Oakland University. He is an Attorney and Dispute Resolution Professional; a member of the National Academy of Arbitrators and the Labor Arbitration Panels of the American Arbitration Association, Federal Mediation and Conciliation Service and Michigan Employment Relations Commission; and the Commercial Arbitration Panel of the American Arbitration Association. Mr. Long is the past Chairman of the Chrysler UAW Appeal Board, and as an Employment Relations and Employment Policy consultant for a number of enterprises. He is a graduate of the University of Detroit and the Michigan State University/Detroit College of Law.

COURSE OBJECTIVES:

Upon successfully completing this course, the student will be able to:

- Understand the philosophies, origins and conceptual background of the American system of labor relations;
- Understand the underpinnings of labor relations systems on a global basis;
- Possess and demonstrate a workable knowledge of the rules and procedures of the collective bargaining relationship;
- Understand the collective bargaining process with a degree of proficiency that will enable the student to actively participate in the labor relations process either as a labor or management representative;
- Understand the wage and benefit as well as non-wage issues of collective bargaining; and
- Understand the systems for resolution of labor relations disputes as well as the principles of labor - management cooperation.

METHODOLOGY:

The subject matter for each session will be covered by:

- Lecture in which the basic assumption is made that each student has studied the assignment for that meeting in advance;
- Active participation by students in class discussions; and
- Participation in a comprehensive collective bargaining simulation, and the preparation of a collective bargaining agreement or bargaining impasse position paper.

TEACHING PHILOSOPHY:

The mediocre teacher tells. The good teacher explains. The superior teacher demonstrates. The great teacher inspires.

TEXT AND INSTRUCTIONAL MATERIALS:

- ***Concepts of Labor Law and Collective Bargaining with a Bargaining Simulation***, 2018 Editions, by Michael P. Long, JD, Oakland University, Ken Morris Center for the Study of Labor and Work. **On Moodle**
- ***Other Materials***, as designated by the instructor.

ARBITRATION CASE PREPARATION, PRESENTATION, REVIEW & DECISION

Each Collective Bargaining team will be assigned one arbitration case to prepare and present to classmates in the form of a “pertinent factual summary” and “closing arguments,” including a proposed remedy. (30 points) The classmates will then have one week to review and decide the case handing in a written decision turned in at the beginning of the next class (10 points each x 3). The decisions shall provide a definitive resolution of the dispute with appropriate remedy. Grades for presenters will not be dependent on whether they “win” or “lose,” but will be dependent on the quality of their presentations.

INDIVIDUAL AND TEAM PROJECTS:

Collective bargaining negotiating sessions concentrating on the rudiments of the bargaining process will be conducted during many of the class meeting sessions and at other times as a project to be completed by students working in teams of their own choice. The object of this exercise is to familiarize the students with the practical aspects involved in taking part either as a labor or management representative in the labor relations process.

Student teams will be required to hand in a completed, typewritten, negotiated collective bargaining agreement by the class period designated in the Schedule of Class Meetings and Assignments portion of this syllabus for grading by the instructor. If the students involved in the negotiations of the collective bargaining agreement do not agree on a total contract by the deadline, each individual student on each individual team will be required to turn in a scholarly paper within seven days thereafter explaining in detail:

- The issues agreed upon by the parties;
- The open issues;
- The positions of each of the parties regarding each of the the open issues;
- The arguments of each side in support of their position; and
- Why the position of the team of the student writing the paper is the more reasonable position.

GRADING POLICY:

Mid Term Examination	90 pts.
Final Examination:	90 pts.
Collective Bargaining Project and/or Paper:	100 pts.
<i>Preparation of demands -</i>	<i>25 points</i>
<i>Final Contract/Impasse Paper</i>	<i>75 points</i>
Arbitration case Preparation & Presentation	50 pts.
Arbitration Review & Decision	30 pts
Class Preparation & Participation awarded on an instructor discretion basis: . . .	<u>40 pts.</u>
Total divided by 100 and rounded will be your final grade for this course:	<u><u>400 pts.</u></u>

EXAMINATION SYSTEM AND POLICY:

The mid-term and final examinations are designed to evaluate each individual student's progress toward achieving the course objectives. The final examination will be comprehensive, and will measure the student's understanding of the complex subject of labor and employment relations as it relates to the subject matter of this course.

PLEASE NOTE:

The mid-term and final examinations are scheduled to be objective in nature. The dates of these examinations are included in the Schedule of Class Meetings and Assignments portion of this syllabus. Please arrange your affairs to be present. Because of the nature of this examination, I am very reluctant to allow early or make-up examinations. If you are absent from an examination for good and sufficient cause, you must explain in writing and document any and all reasons and/or excuses within eight days of the scheduled examination. Appropriate action will be at the sole discretion of the instructor.

ATTENDANCE:

Attendance is very important to your success in this course. Much of the material covered will be from outside the assigned texts, and will be reflected not only in discussions of the text, but also in the context of the collective bargaining simulation. Each student will be held responsible for all material covered in class. If you are unable to attend a session for any reason, please arrange to have the class "covered" by recording, use of a colleague's notes, or by having a spouse or friend attend the class and take notes for you. As part of the course grade is based on class participation, any request for an excused absence must be promptly tendered to the instructor, in writing, and accompanied by an appropriate explanation in order to be considered.


ACADEMIC CONDUCT POLICY

All members of the academic community at Oakland University are expected to practice and uphold standards of academic integrity and honesty. Academic integrity means representing oneself and one's work honestly. Misrepresentation is cheating since it means students are claiming credit for ideas or work not actually theirs and are thereby seeking a grade that is not actually earned. Students are advised to read the entire Oakland University Academic Conduct Policy, which can be found in the OU Undergraduate Catalog.

SCHEDULE OF CLASS MEETINGS AND ASSIGNMENTS*

*"C" indicates the Concepts text. *While a good faith effort will be made to maintain the schedule outlined, class schedule, assignments, etc. are subject to change throughout the semester.*

Class No.	Date	Assignments
1	1-9	<i>Introduction to Labor and Employment; Evolution of the American Labor Relations System; Exercise in Concerted Activity. Initiation of the Collective Bargaining Simulation; Students are designated as Labor or Management and teams are drafted.</i>
2	1-16	<i>Detailed explanation of the Bargaining simulation; History of Labor Relations in America; C pages: 1-12; Team Bargaining Strategy Meetings.</i>
3	1-23	<i>General Labor History and National Labor Relations Act – Policies and Procedures C pages: 12-39; Team Bargaining Strategy Meetings.</i>
4	1-30	<i>Good Faith Bargaining - Subjects of Bargaining C pages: 81-105; Team Bargaining Strategy Meetings.</i>
5	2-6	<i>Good Faith Bargaining – Continued C pages: 81-105; Note - Old Collective Bargaining Agreement expires on March 27 – after that, retroactivity becomes an issue. Ground Rules for Collective Bargaining, C pages 134-137 Team Bargaining Strategy Meetings.</i>
6	2-13	<i>Arbitration Basics - C pages 137-143 Rules of Contract Construction and Interpretation – C 143 - 174 Distribution of Arbitration Cases</i>
7	2-20	Winter Recess – No classes
8	2-27	Mid-Term Examination Forms A, B, C, and D due; bargaining begins tonight after exam.
9	3-6	Review of Mid-Term Examination Rules of Contract Construction and Interpretation continued – C 143 - 174

Class No.	Date	Assignments	
10	3-13	Just Cause & Employee Discipline C-174-179 Collective Bargaining Exercise continues	
11	3-20	Concepts and Practices of Collective Bargaining "One" "Exclusive" "Collective Bargaining" "Representative" and "Legitimate Government Purpose" C pages: 40-54; Presentation of Arbitration 1 Collective Bargaining Exercise continues. Form A/R due today.	CLASS PICTURE DAY 
12	3-27	Decision in Arbitration Case 1 Due "Employee;" Appropriate Bargaining Unit; Selection of Representative C pages: 54-78; Presentation of Arbitration 2 Collective Bargaining Exercise continues	
13	4-3	Decision in Arbitration Case 2 Due "All" Employees in Appropriate Bargaining Unit - C pages: 79-87; Presentation of Arbitration 3 Collective Bargaining Exercise continues	
14	4-10	Decision in Arbitration Case 3 Due Review of Collective Bargaining; "Hot Cargo" "Featherbedding" "Secondary Boycotts," The Duty of Fair Representation, Weingarten Rights and Rights for Non-unionized Employees; Special Provisions for Health Care Institutions; C pages 105-138; Presentation of Arbitration 4 Collective Bargaining Exercise continues	
	4-17	Decision in Arbitration Case 4 Due Collective Bargaining Exercise Finalization. <i>Finalized typewritten and signed collective bargaining agreements as well as completed forms F on a one per team basis, and G and H on an individual basis must be handed in no later than 8:40 A.M. or the individual papers described earlier in this syllabus will be required and due to the instructor at the time of the final examination</i>	
	4-24	Final Examination	