COLLEGEWIDE COURSE OUTLINE OF RECORD

BUS 265, LABOR RELATIONS

COURSE TITLE: Labor Relations
COURSE NUMBER: BUSN 265
PREREQUISITES: BUSN 101 Introduction to Business and BUSN 202 Human Resource Management
SCHOOL: Business, Logistics, and Supply Chain
PROGRAM: Business Administration
CREDIT HOURS: 3
CONTACT HOURS: Lecture: 3
DATE OF LAST REVISION: Fall, 2014
EFFECTIVE DATE OF THIS REVISION: Spring, 2020

CATALOG DESCRIPTION: The course examines labor history, major labor legislation, collective bargaining, grievance procedure/arbitration, wage issues and benefits packages. Students will obtain the knowledge and skills necessary to function effectively in organized labor markets (manufacturing, skilled trades, transportation and logistics, etc…)

MAJOR COURSE LEARNING OBJECTIVES: Upon successful completion of this course, the student will be expected to:

1. Review the history (past, present, and future state) of the labor movement in this country and its impact on state and federal legislation.
2. Evaluate labor relations from a global perspective.
3. Demonstrate an understanding of grievance procedures.
4. Differentiate between mediation and arbitration.
5. Isolate and evaluate the myriad wage issues negotiated under collective bargaining (basic rates, escalators, differentials, overtime issues, two-tier systems, etc.).
6. Identify and describe various economic benefit packages negotiated under collective bargaining (pensions/retirement plans, vacations/holidays, health insurance, etc.).
7. Explain the various levels of union security, including shop agreements and right to work laws.
8. Apply the principles/concepts of collective bargaining in a mock contract-negotiation exercise.

COURSE CONTENT: Topical areas of study include:

History of the Labor Movement
   Labor organizations
   Key labor acts and legislation
   Effects of Great Depression
   Effects of World War II
   Effects on society and politics
   Current labor trends and globalization

Wage Issues

Ivy Tech Community College
Academic Affairs
Determining the basic wage rate
Escalator clauses (COLAs)
Differentials
Overtime
Two-Tier wage systems

Contract Supplements
Pension and retirement plans
Vacations
Holidays
Health insurance plans
SUB plans

Institutional Issues
Forms of union security (shop agreements, Right to Work)
Wages and dues
ESOPs
QWL programs

Collective Bargaining and Negotiations
The bargaining process
Grievance procedure
Arbitration process and costs
Mediation and negotiation breakdown

HOW TO ACCESS THE IVY TECH COMMUNITY COLLEGE LIBRARY:

The Ivy Tech Library is available to students on- and off-campus, offering full text journals and books and other resources essential for course assignments. Go to http://www.ivytech.edu/library/ and choose the link for your campus.

ATTENDANCE STATEMENT:

Students are expected to attend and participate regularly in class meetings, online learning activities and other activities assigned as a part of a course of instruction. Faculty are required to report student participation in compliance with institutional policies and federal financial aid guidelines. Faculty and staff shall be sensitive to students’ religious beliefs and observances, including an expectation that instructors make reasonable arrangements when a student must miss an exam or other academic exercise due to their religious observance. When notified in advance, and when possible, faculty will make allowances for students to make up missed work.

ACADEMIC HONESTY STATEMENT:

The College is committed to academic integrity in all its practices. The faculty value intellectual integrity and a high standard of academic conduct. Activities that violate academic integrity undermine the quality and diminish the value of educational achievement.

Cheating on papers, tests or other academic works is a violation of College rules. No student shall engage in behavior that, in the judgment of the instructor of the class, may be construed as cheating. This may include, but is not limited to, plagiarism or other forms of academic dishonesty such as the acquisition of tests or other academic materials without permission and/or
unauthorized distribution of these materials and other academic work. This includes students who aid and abet as well as those who attempt such behavior.

COPYRIGHT STATEMENT:

Students shall adhere to the laws governing the use of copyrighted materials. They must ensure that their activities comply with fair use and in no way infringe on the copyright or other proprietary rights of others. Materials used and developed at Ivy Tech Community College must contain nothing unlawful, unethical, or libelous and must not constitute any violation of any right of privacy.

ADA STATEMENT:

Ivy Tech Community College seeks to provide reasonable accommodations for qualified individuals with documented disabilities. If you need an accommodation because of a documented disability, please contact the Office of Disability Support Services.

If you will require assistance during an emergency evacuation, notify your instructor immediately. Look for evacuation procedures posted in your classroom.

Title IX STATEMENT:

Ivy Tech Community College is committed to providing all members of the College community with a learning and work environment free from sexual harassment and assault. Ivy Tech students have options for getting help if they have experienced sexual assault, relationship violence, sexual harassment or stalking. This information can be found at https://www.ivytech.edu/prevent-sexual-violence/index.html.

If students write or speak about having survived sexual violence, including rape, sexual assault, dating violence, domestic violence, or stalking, federal law and Ivy Tech policies require that instructors share this information with the Campus Title IX Coordinator. The Campus Title IX Coordinator will contact students to let them know about accommodations and support services at the College and in the community as well as options for holding accountable the person who harmed them. When contacted, students are not required to speak with the Campus Title IX Coordinator.

If students do not want the Title IX Coordinator notified, instead of disclosing this information to their instructor, students can speak confidentially with certain individuals at the College or in the community. A list of these individuals can be found at https://www.ivytech.edu/prevent-sexual-violence/index.html under Confidential Employees and/or Community Resources.