

APPROVAL FORM

78-27-8
1

- 1) An approval form must accompany each proposal.
- 2) A proposed catalogue description of the course must accompany the proposal as a separate page.
- 3) Results of all consultations must be attached to the proposal.

Proposal Title Labor Relations & Collective Bargaining (Revised)

Sponsor(s) Professors Hoerner, Lynch, Aronfreed Dept. Administrative Studies

Check One Course Credit/Level/Title Change Other

Concentration Specialization Major Program Certification

Graduate Undergraduate No. of Credits 3

REVIEWS

Department Curr. Comm.

Reviewed 11/1/78
Date

Approved
Not Approved 11/1/78
Date

Raymond J. Banitt
Chairperson Dept. Curr. Comm.

Division Curr. Comm.

Reviewed 11/6/78
Date

Approved
Not Approved 11/6/78
Date

Raymond J. Banitt
Chairperson Div. Curr. Comm.

Dean of Division

Reviewed _____
Date

Signature

SENATE CURRICULUM COMMITTEE

SCC # 78-27-8 Proposal Received 11/1/78 Open Hearing Held 11/20/78

Returned to the department for the following reason(s):

Approved by the Curriculum Committee: Date 11/20/78

Presented to Executive Committee of the Faculty Senate as information: Date 12/1/78

Notification Completed: Vice President for Academic Affairs: Date 12/1/78

Richard J. Radwin

COURSE PROPOSAL (REVISION OF EXISTING COURSE)

- I. Title: Labor Relations and Collective Bargaining
 - A. Sponsor
Administrative Studies Department (Professors Hoerner, Lynch, Aronfreed)
 - B. Administrative responsibility
Professor Hoerner
- II. Essence
 - A. Level
Upper level undergraduate
 - B. Credit hours
Three
 - C. Prerequisites
Labor Economics, or Labor History, Management of Personnel, or permission of the instructor
 - D. Place in the Curriculum
Labor Relations and Collective Bargaining is a required course currently being offered within the Personnel Management and Labor Relations specialization in the Administrative Studies Department. Because the specialization is currently being revised via the addition of new courses and course requirements and because this course would have, in the new specialization, the prerequisite Labor Economics or Labor History, its content is being changed.

As it does in the current sequence of courses within the specialization, Personnel Management and Labor Relations, the Labor Relations and Collective Bargaining course will provide students with essential information on labor law, collective bargaining process, contract administration, and dispute settlement. However, the course as revised will no longer concern itself with such foundation subjects as labor's role in the economy, labor history, theories of the labor movement and union structure and will go beyond basic coverage of labor law and collective bargaining as provided in Labor Economics or Labor History. The revised Labor Relations and Collective Bargaining will recognize a division of labor in these areas and no longer cover them. This division of labor should allow for better coverage of all of the above mentioned topics and permit more in-depth study and enable the instructor in Labor Relations and Collective Bargaining to provide more practical applications by means of case studies and simulations.

The changes in the content of Labor Relations and Collective Bargaining would not affect its usefulness to other students who may choose it as an elective; likewise, inasmuch as the content of Labor Economics will not change, it will retain its present place in the economics curriculum. Labor History, the alternate prerequisite, likewise, could serve both students in History and Administrative Studies without changes in content.

Academic Dean

I have reviewed the final documents as approved and concur with same. Budget, faculty, library allocations and Academic Support Services are adequate for immediate implementation.

I have reviewed the final documents as approved and concur with same. Budget, faculty, library allocations and Academic Support Services for the current academic year are inadequate for immediate implementation or implementation in the next fiscal year. The earliest that the proposal might be implemented would be

REGIS TAXONOMY NUMBER: 00150901

[Handwritten Signature]

Date 12-11-79

Signature: Academic Dean

Copies forwarded: Chairperson, Curriculum Committee, Department Chairperson, Registrar

REGISTRAR

Approved course description received

Signature: Registrar

DATE

Vice President for Academic Affairs

Official copy and approval sheet filed

[Handwritten Signature]

DATE 1-5-79

Signature: Vice President for Academic Affairs

- E. Timing
Spring, 1980 (two semesters following the introduction of Labor Economics as a required prerequisite).
- F. Scale of implementation
Two sections of @ 30 students each per semester

III. Details

- A. The revised course would be taught by the present instructor (Professor Hoerner).
- B. The revision of the course avoids overlap and duplication of material in Labor Economics and Labor History.
- C. Student outcomes: objectives
At the end of the course, the student will be able to:
 - 1) apply the law of collective bargaining in case studies and simulations
 - 2) apply the methodology of bargaining in simulations
 - 3) formulate goals for bargaining in simulations
 - 4) process grievances through to arbitration in simulations
 - 5) participate in mediation and arbitration via simulation and case study
 - 6) make distinctions between private and public sector bargaining
- D. Evaluation/grading:
In the development of the course material, lectures, discussions, readings, slides, films, and guest speakers will be used.
Case studies, simulations, role-playing exercises will be emphasized.
Periodic tests on material presented will be given and reports on topics of student interest within the field will be assigned.

IV. Topical Outline

- 1. Federal labor law
- 2. Operations of the National Labor Relations Board
- 3. Negotiations process (participants, preparation for negotiations, bargaining table strategy and behavior, ratification)
- 4. Contract administration (grievances, grievance investigation and writing, grievance procedure, and grievance arbitration)
- 5. Public Sector Collective Bargaining (comparison with private sector)

Course Proposal: Revision of existing course in Labor Relations and Collective Bargaining, P. 3

V. Rationale

The changed content of Labor Relations and Collective Bargaining results from the general improvements being made in the Personnel Management and Labor Relations specialization in Administrative Studies. The new approach to the course, emphasizing the topics above, is made possible by and is required by the introduction of Labor Economics and Labor History into the sequence of the specialization. The changes in course content are viewed as improvements in approach insofar as they allow for a more in-depth study of complex processes, permit better preparation for employment and meet the needs of student-practitioners who take the course while working in the field. The new focus allows the student to go well beyond the survey material typical of a course in Management of Personnel. In short, the modification in content for the course will provide students and the college with a course that is more sophisticated than many similar courses offered at the undergraduate level at colleges elsewhere in the area.

Proposed Catalogue Description:

Labor Relations and Collective Bargaining

This is an advanced study of union-management relations. The course will provide students with the essentials of labor law, collective bargaining, contract administration, and dispute settlement. Case studies and simulations are used extensively.