

PALOMAR COLLEGE
COURSE OUTLINE OF RECORD FOR
DEGREE CREDIT COURSE

X Transfer course X A.A. degree applicable course
(check all that apply)

COURSE NUMBER AND TITLE: BMGT 125 Introduction to Labor Relations

UNIT VALUE: 3

MINIMUM NUMBER OF SEMESTER HOURS: 48

BASIC SKILLS REQUIREMENTS:

Appropriate language and computational skills.

ENTRANCE REQUIREMENTS: None.

PREREQUISITE:

COREQUISITE:

RECOMMENDED PREPARATION:

SCOPE OF COURSE:

Introduction to and development of an appreciation for labor relations; review of procedures involved in negotiation and administration of labor agreements; development of an understanding of the involvement of labor and management in a collective bargaining agreement; and an overview of the general nature of the labor-management relationship and labor laws as they currently exist in the United States.

SPECIFIC COURSE OBJECTIVES: Successful students will

1. know the relevant laws pertaining to labor relations, the historical evolution and the public policy environment, the union structure and the methods used to organize employees;
2. understand the process of the negotiated agreement (contract);
3. understand the arbitration process;
4. understand unions and the role they play in the private and public sector;
5. have participated in a structured mock negotiation and develop a contract;
6. understand the administration of a binding contract.

CONTENT IN TERMS OF SPECIFIC BODY OF KNOWLEDGE:

- I. The Evolution of Labor
- II. Personalities, Leaders, Industrial Giants
- III. Federal Laws that Apply Directly/Indirectly to Labor
- IV. Union Structure and Government and Public Environment
- V. Economic/Non-economic Issues in Bargaining
- VI. Bargaining Theory and Structure
- VII. How Contract Negotiations are Resolved
- VIII. Impasses and Their Resolutions
- IX. Union-Management Cooperation
- X. Grievance-Arbitration Procedures
- XI. Unions in the Public Sector

REQUIRED READING:

Fossum, John A. Labor Relations. Development, Structure, and Process. 8th edition. Illinois: Richard D. Irwin, Inc., 2002

SUGGESTED READING:

Business Week.

Wall Street Journal.

Suggested readings listed at the end of each chapter.

REQUIRED WRITING:

Participate in writing a new contract based on mock negotiation. A one-page typewritten report describing students' participation in mock negotiation.

OUTSIDE ASSIGNMENTS:

Students are expected to spend a minimum of three hours per unit per week in class and on outside assignments, prorated for short term classes.

Read assignments in the textbook and suggested reading.

INSTRUCTIONAL METHODOLOGY:

Check all that apply:

- lecture
- laboratory
- lecture-laboratory combination
- directed study

DISTANCE LEARNING:

This course may be offered as a distance learning course and meets Title 5 regulations 55370, 55372, 55374, 55376, 55378, and 55380.

Yes No

If yes, check all that apply:

- Television Course (Video one-way, e.g. ITV, video cassette, etc.)
- Online Course (Text one-way, e.g. newspaper, correspondence, electronic file, etc.)
- Two-Way Video Conferencing (Two-way interactive video and audio)
- One-Way Video Conferencing (One-way interactive video and two-way interactive audio)
- Computer Assisted Instruction (A specialized form of mediated instruction relying primarily on student access to information and prepared lessons or teaching materials through a computer terminal, but not under immediate supervision of a qualified instructor.)

GRADING POLICY AND STANDARDS (include methods of determining whether the stated objectives have been met by students):

Quizzes =	10%	A = 90-100%
Midterm =	15%	B = 80- 89%
Final Exam =	15%	C = 70- 79%
Participation =	20%	D = 60- 69%
Term Paper =	20%	F = below 60%
Mock Negotiation=	<u>20%</u>	
	100%	

IS COURSE REPEATABLE FOR REASON(S) OTHER THAN DEFICIENT GRADE?

Yes No Number of times course may be taken for credit: 1

If yes, identify specific provision of Title 5 Division 2 section(s) 55761-55763 and 58161 which qualifies course as repeatable:

CONTACT PERSON: Bonnie Dowd, Ext. #2490.

SIGNATURES ON FILE: