

WILMINGTON UNIVERSITY
COLLEGE OF BUSINESS
BASIC COURSE INFORMATION

COURSE TITLE: Labor Relations and Collective Bargaining
COURSE NUMBER: HRM 300
PRE-REQUISITE(S): BBM 201 or HRM 201 or program equivalent

COURSE DESCRIPTION:

Bargaining relationships, collective bargaining content, and the use of mediation are discussed in this course. Arbitration and other approaches to resolve conflicts are considered.

MAJOR INSTRUCTIONAL GOALS:

GOAL A:

The student will understand the evolution of labor relations / collective bargaining.

Learning Objectives: The student will:

- A-1 Examine the evolution of labor relations, which include the state of unions today, why workers unionize, why management is resistant to unions, management philosophies concerning unions, and differences between unions in the private and public sectors.
- A-2 Summarize the historical background and legal aspects of belonging or not belonging to a union, including a historical perspective on early attempts to unionize workers, the formation and fall of labor organizations (e.g. Knights of Labor) and the formation of the AFL and later the CIO and even later the joining of both.

GOAL B:

The student will discuss the laws governing unions and the structure of various unions.

Learning Objectives: The student will:

- B-1 Discuss the various laws that laid the foundation for unionism including the Norris-La Guardia Act, the National Labor Relations Act, the Wagner Act, the Taft-Hartley Act, and the Landrum-Griffin Act.
- B-2 Discuss the various unions including national and local union and understand their formation, structure and governing of their operating principles.

GOAL C:

The student will discuss the various procedures in establishing a collective bargaining agreement and administering the arbitration clause of a labor agreement.

Learning Objectives: The student will:

- C-1 Discuss the preparations necessary for collective bargaining negotiations.
- C-2 Discuss the various aspects of bargaining the labor agreement, the administration of the agreement, determination of rates of pay, pension plans, vacations, holidays, health care, other supplemental pay including unemployment.
- C-3 Examine various aspects in determining the labor agreement including: dues check-off, obligation of both the union and management during the life of the agreement, seniority issues, the grievance/arbitration process, discharge and disciplining of employees.

GOAL D:

The student will demonstrate effective written and oral communications skills when discussing labor relations / collective bargaining theories, principles and practices to all

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