

# Washtenaw Community College Comprehensive Report

## BMG 150 Labor-Management Relations Effective Term: Fall 2012

### Course Cover

**Division:** Business and Computer Technologies

**Department:** Business

**Discipline:** Business Management

**Course Number:** 150

**Org Number:** 13210

**Full Course Title:** Labor-Management Relations

**Transcript Title:** Labor Management Relations

**Is Consultation with other department(s) required:** No

**Publish in the Following:** College Catalog , Time Schedule , Web Page

**Reason for Submission:** Course Change

**Change Information:**

**Consultation with all departments affected by this course is required.**

**Objectives/Evaluation**

**Rationale:** The 2011 Assessment results revealed the need for students to engage in more pre-negotiation activities. This change is adding two course objectives to meet this need.

**Proposed Start Semester:** Fall 2012

**Course Description:** The purpose of this course is to provide students with an understanding of management and labor roles in society and the impact of their relationship on company policies and practices. Students will acquire a basic knowledge of collective bargaining, negotiations, and a framework for analysis of labor relations problems.

### Course Credit Hours

**Variable hours:** No

**Credits:** 3

**Lecture Hours: Instructor:** 45 **Student:** 45

**Lab: Instructor:** 0 **Student:** 0

**Clinical: Instructor:** 0 **Student:** 0

**Total Contact Hours: Instructor:** 45 **Student:** 45

**Repeatable for Credit:** NO

**Grading Methods:** Letter Grades

Audit

**Are lectures, labs, or clinicals offered as separate sections?:** NO (same sections)

### College-Level Reading and Writing

College-level Reading & Writing

### College-Level Math

#### Requisites

#### General Education

#### Request Course Transfer

**Proposed For:**

### Student Learning Outcomes

1. Apply a framework to analyze labor relations issues.

## Assessment 1

**Assessment Tool:** External review of negotiation performance in a comprehensive simulation.

**Assessment Date:** Fall 2014

**Assessment Cycle:** Every Three Years

**Course section(s)/other population:** All

**Number students to be assessed:** All

**How the assessment will be scored:** Departmentally-developed skill/behavior based rubric.

**Standard of success to be used for this assessment:** The team overall average score will be 3 of 4 or higher on each criterion.

**Who will score and analyze the data:** External Human Resources Specialists will score the data. Departmental faculty will analyze the data.

2. Negotiate a collective bargaining agreement.

## Assessment 1

**Assessment Tool:** External review of negotiation performance in a comprehensive simulation.

**Assessment Date:** Fall 2014

**Assessment Cycle:** Every Three Years

**Course section(s)/other population:** All

**Number students to be assessed:** All

**How the assessment will be scored:** Departmentally-developed skill/behavior based rubric.

**Standard of success to be used for this assessment:** The team overall average score will be 3 of 4 or higher on each criterion.

**Who will score and analyze the data:** External Human Resources Specialists will score the data. Departmental faculty will analyze the data.

## Course Objectives

1. Explain the evolution of American unions and impact on labor relations, company policies, and practices in the United States.

### Matched Outcomes

1. Apply a framework to analyze labor relations issues.
2. Analyze the basic structures of the national and local unions in the United States.

### Matched Outcomes

1. Apply a framework to analyze labor relations issues.
3. Explain purpose/provisions of labor laws (including but not limited to National Labor Relations Act, Taft Hartley Act).

### Matched Outcomes

1. Apply a framework to analyze labor relations issues.
4. Explain the impact of legislation, court decisions, and federal administrative guidelines on labor relations in industry.

### Matched Outcomes

1. Apply a framework to analyze labor relations issues.
5. Describe the functions of the National Labor Relations Board.

### Matched Outcomes

1. Apply a framework to analyze labor relations issues.
6. Analyze cases to determine basic unfair labor practices by employers and unions.

### Matched Outcomes

1. Apply a framework to analyze labor relations issues.
7. Explain various employment policies in non-union and union firms.

### Matched Outcomes

1. Apply a framework to analyze labor relations issues.
8. Explain strategies non-union firms use to remain non-union.

### Matched Outcomes

1. Apply a framework to analyze labor relations issues.
9. Explain the negotiation process.

**Matched Outcomes**

- 1. Apply a framework to analyze labor relations issues.
- 10. Recognize how wages are determined.

**Matched Outcomes**

- 1. Apply a framework to analyze labor relations issues.
- 11. Explain the differences between mandatory and non-mandatory employee benefits.

**Matched Outcomes**

- 1. Apply a framework to analyze labor relations issues.
- 12. Explain issues related to the rights of employees, employers, and unions.

**Matched Outcomes**

- 1. Apply a framework to analyze labor relations issues.
- 13. Explain strike activity and related government regulations.

**Matched Outcomes**

- 1. Apply a framework to analyze labor relations issues.
- 14. Determine the cost of an economic (wage/benefit) proposal and the financial impact to the organization prior to the negotiation.

**Matched Outcomes**

- 1. Apply a framework to analyze labor relations issues.
- 15. Explain basic grievance procedures, mediation, and other resolution methods.

**Matched Outcomes**

- 1. Apply a framework to analyze labor relations issues.
- 16. Explain how arbitration works.

**Matched Outcomes**

- 1. Apply a framework to analyze labor relations issues.
- 17. Explain the union organization process and how the laws regulate it.

**Matched Outcomes**

- 1. Apply a framework to analyze labor relations issues.
- 18. Discuss factors to consider when prioritizing proposals in negotiations.

**Matched Outcomes**

- 1. Apply a framework to analyze labor relations issues.
- 19. Prepare for bargaining process by: a. Reviewing company/union structures, history, and perspectives. b. Analyzing collective bargaining agreement and identifying sections to modify. c. Analyzing local market and industry trends. d. Developing proposals and strategies. e. Analyzing issues, develop recommendations and counter offers. f. Presenting positions with argument. g. Attaining agreement. i. Writing new contract language.

**Matched Outcomes**

- 2. Negotiate a collective bargaining agreement.

**New Resources for Course**

**Course Textbooks/Resources**

- Textbooks
- Manuals
- Periodicals
- Software

**Equipment/Facilities**

- Level I classroom
- Level III classroom

**Reviewer**

**Action**

**Date**

**Faculty Preparer:**

*Colette Young*

*Faculty Preparer*

*Jan 19, 2012*

**Department Chair/Area Director:**

*Colette Young*

*Recommend Approval*

*Feb 09, 2012*

**Dean:**

*Rosemary Wilson*

*Recommend Approval*

*Feb 13, 2012*

**Vice President for Instruction:**

*Stuart Blacklaw*

*Approve*

*Apr 19, 2012*