

Course Outline
MNGT. 203
Labor Management Relations
3 Credits

The Community College of Baltimore County

Description

Labor Management Relations

Studies labor-management problems and their impact on the economy; explores union history and government, collective bargaining, economics of the labor market and the impact of governmental regulations on labor-management relations, including analysis of key legislation.

Prerequisite: MNGT 101 or consent of instructor

Overall Course Objectives

Upon completion of the course the student must be able to:

- A. list and summarize the key events in the history of the U.S. labor movement.
- B. describe the general organizational structure of labor organizations and the determinants of union government.
- C. demonstrate a fundamental knowledge of the elements of collective bargaining including how workers become organized, the basic issues involved in bargaining, and the role and significance of strikes.
- D. identify each of the major federal labor laws and summarize each as to its provisions, general coverage, enforcement, and overall effectiveness.
- E. compare the general effectiveness of the federal laws to state and local legislation.
- F. demonstrate an understanding of the impact of organized labor on the unorganized sector of the U.S. economy.
- G. enumerate the differences between public sector and private sector bargaining.
- H. identify the Equal Employment Opportunity laws and apply them to bargaining case situations.
- I. explain the interrelationship of productivity, inflation, and unemployment.

Major Topics

- A. The U.S. labor force
- B. History of organized labor
- C. Structure and government of Unions
- D. Organizing and negotiating
- E. Negotiating the contract
- F. Grievances and arbitration
- G. Working hours and minimum wages
- H. Employee security legislation
- I. Government regulation of labor disputes
- J. The NLRB, representation proceedings, and unfair labor practices
- K. The Labor-Management and Reporting Disclosure Act of 1959
- L. Equal employment opportunity
- M. The interrelationship of productivity, inflation, and unemployment
- N. Public sector bargaining

Course Requirements

- A. Mid-term and/or periodic examinations
- B. Term paper and/or projects
- C. Comprehensive final examination
- D. Attendance and tardiness

Date Revised: 6/13/00