

# BUS 405 – Labor Relations

## Course Description

Presents the principles of labor-management relations and basic requirements of federal labor laws. Examines the role of the Federal Labor Relations Authority, the Federal Mediation and Conciliation Service, and other third parties. Includes the topics of union representation rights and obligations, employee rights, organizing, election procedures, unfair labor practices, collective bargaining negotiations, mediation impasses, grievances, and arbitrations.

## Instructional Materials

Holley, W. H., Jennings, K. M., & Wolters, R. S. (2012). *The Labor Relations Process* (10th ed.). Mason, OH: Cengage Learning.

## Course Learning Outcomes

1. Summarize the historical and legal framework which provides the foundations for the American system of labor / management relations.
2. Analyze the actions of unions and management to determine basic compliance with the major U.S. federal labor laws.
3. Analyze the motivations, objectives, and problems encountered by both the labor unions and managers functioning in the present business environment.
4. Explain the process for organizing and for decertifying unions.
5. Formulate a strategy for negotiating a labor agreement and dealing with potential impasses in the bargaining process.
6. Analyze the principle economic and administrative issues addressed during collective bargaining and develop a bargaining position.
7. Develop policies and procedures to administer a labor contract and resolve disputes.
8. Summarize the labor-management relations models and unique considerations of the public sector.
9. Analyze the nature of labor unions globally and their potential impact on firms conducting international business.
10. Use technology and information resources to research issues in labor relations.
11. Write clearly and concisely about labor relations using proper writing mechanics