

MNGT 203

Labor Management Relations

3 Credits

Community College of Baltimore County
Common Course Outline

Description

MNGT 203 – 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.

Pre-requisites: MNGT 101 or consent of instructor

Overall Course Objectives

Upon completion of this course, students will be able to:

1. List and summarize the key events in the history of the U.S. labor movement;
2. Describe the general organizational structure of labor organizations and the determinants of union government;
3. 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;
4. Identify each of the major federal labor laws and summarize each as to its provisions, general coverage, enforcement, and overall effectiveness;
5. Compare the general effectiveness of the federal laws to state and local legislation;
6. Demonstrate an understanding of the impact of organized labor on the unorganized sector of the U.S. economy;
7. Enumerate the differences between public sector and private sector bargaining;
8. Identify the Equal Employment Opportunity laws and apply them to bargaining case situations; and
9. Explain the interrelationship of productivity, inflation, and unemployment.

Major Topics

- I. The U.S. labor force
- II. History of organized labor
- III. Structure and government of Unions
- IV. Organizing and negotiating
- V. Negotiating the contract
- VI. Grievances and arbitration
- VII. Working hours and minimum wages
- VIII. Employee security legislation
- IX. Government regulation of labor disputes
- X. The NLRB. Representation proceedings and unfair labor practices

The Common Course Outline (CCO) determines the essential nature of each course.

For more information, see your professor's syllabus.

- XI. The Labor-Management and Reporting Disclosure Act of 1959
- XII. Equal employment opportunity
- XIII. The interrelationship of productivity, inflation, and unemployment
- XIV. Public sector bargaining

Course Requirements

Grading will be determined by the individual faculty member, but shall include the following, at minimum:

- Mid-term and/or periodic examinations
- Term paper and/or projects
- Comprehensive final examination
- Attendance and tardiness

Written assignments and research projects: Students are required to use appropriate academic resources in their research and cite sources according to the style selected by their professor.

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