

# **MNGT 203**

## **Labor Management Relations**

3 Credits

Community College of Baltimore County  
Common Course Outline

### **Description**

**MNGT 203 – Labor Management Relations:** is a course in which students explore labor management problems and their impact on the economy. A review of union history and government, collective bargaining, and economics of the labor market is provided. Students explore government regulations on labor management relations, including analysis of key legislation. Students explore globalization and its impact on labor relations.

**Pre-requisites:** MNGT 101

### **Overall Course Objectives**

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

1. describe the basic features of the U.S. labor relations system;
2. demonstrate a fundamental knowledge of the elements of labor unions and the general organizational structure of labor organizations;
3. summarize the key events in the history of the U.S. labor movement;
4. summarize each of the major federal laws and their provisions, general coverage, enforcement, and overall effectiveness;
5. compare the general effectiveness of the federal laws to state and local legislation;
6. apply the Equal Opportunity Laws to bargaining case situations;
7. discuss management strategies toward labor unions and their relationship to human resource and business strategies;
8. describe the union organizing process and the impact of organized labor on the unorganized sector of the U.S. economy;
9. enumerate the differences between public sector and private sector bargaining;
10. identify the different types of strikes and the alternative methods to resolution;
11. describe the types of clauses found in union contracts;
12. identify the importance of the changing structure of work for labor relations and its impact on employee involvement;
13. compare and contrast the labor systems and unions in the U.S. and developed countries;
14. evaluate the current state of labor relations in the U.S.; and
15. discuss how globalization has impacted labor relations in the U.S. and abroad.

### **Major Topics**

- I. The employment relationship
- II. The U.S. labor force
- III. History of organized labor

The Common Course Outline (CCO) determines the essential nature of each course.  
For more information, see your professor's syllabus.

- IV. Labor Laws
- V. The National Labor Relations Board and unfair labor practices
- VI. Union organizing
- VII. Union bargaining
- VIII. Strikes and arbitration
- IX. Union contracts
- X. Globalization and labor relations

### **Course Requirements**

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

- three exams
- five case study assignments/discussions
- one research paper
- one presentation

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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