



MGT 470 – Industry and Labor Relations

Syllabus

Instructor: Loretta Alkalay

Title: Adjunct Professor

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Office Hours: Before or after class, or by appointment

Course Description

This course outlines the behavioral aspects of the management and collective bargaining agency relationship. Emphasis is placed on arbitration, mediation, conciliation and fact finding.

The course is divided into four parts:

- A historical overview of labor relations
- Elements of the collective bargaining process
- Cost of labor contracts to fund wages, benefits and job security
- Issues related to the implementation of a collective bargaining agreement

This course is taught using a variety of techniques including:

- Lecture
- Text readings
- Class examples and discussion
- Case analysis

Credits: 3

Grading System: Letter Grade

Course Objectives

After successful completion of this course, students will have acquired understanding of the political, economic and social dynamics that drive the relationship between management and labor in both private industry and the public sector

Course Outcomes

After successful completion of this course, students will be able to apply:

- An understanding of the political, economic and social dynamics that drive the relationship between management and labor in both private industry and the public sector to situations in their respective work environments
- Perspectives on labor relations that will help them to operate more effectively in either unionized or non-unionized work environments

Course Requirements

Assignments

Individual Assignment(s)

Readings

Be prepared to discuss the readings assigned and described in the weekly schedule found later in this syllabus.

Homework

Homework is given for each chapter covered in the text.

Examinations

One exam per week is given covering the chapters assigned for that week.

Required Text(s)

Text:	Labor Relations and Collective Bargaining, 9th Ed., 2010
ISBN:	978-0-13-608435-8
Author(s):	Carrell, Michael R. &Heavrin, Christina
Publisher:	Pearson Prentice Hall

Required Materials

- Text as noted above.

Grading Policy

The student's grade will be determined as follows:

Assignment	Due Date	Percentage
Test 1	TBD	25%
Test 2	TBD	25%
Test 3	TBD	25%
Test 4	TBD	25%
	TOTAL	100%

Grading Scale

Grade	Numeric Value	Standard
A	90-100	Excellent
B+	85-89	
B	80-84	Good
C+	75-79	
C	70-74	Average
D**	60-69	Minimum Passing
F	Below 60	Failure

**For Aviation Training Institute students, minimum passing grade for all courses in the airframe and powerplant curriculum is a "C".

Incomplete Grades

Requests for Incomplete grades must be made in writing before the course ends, and after the mid-term has been passed.

Course Schedule

***Course Schedule is subject to change**

Class	Session	Topics	Text Chapters	Estimated Assignment Times		
				Read	Homework: Answer Questions Assigned (all chapters)	Study: Review Notes for Exams (all chapters)
1	1	History and Law: Challenges and Opportunities	1	1	1	1
	2	History and Law: Challenges and Opportunities	1	1	1	1
2	3	History and Law: Challenges and Opportunities	2	1	1	1
	4	History and Law: Challenges and Opportunities	2	1	1	1
3	5	Establishing a Bargaining Unit	3	1	1	1
	6	Establishing a Bargaining Unit	3	1	1	1
4	7	Unfair Labor Practices by Unions and Management	4	1	1	1
	8	Unfair Labor Practices by Unions and Management	4	1	1	1
5	9	Negotiating an Agreement	5	1	1	1
	10	Negotiating an Agreement	5	1	1	1
6	11	Negotiating Models: Strategies and Tactics	6	1	1	1
	12	Negotiating Models: Strategies and Tactics	6	1	1	1
7	13	Negotiating Models: Strategies and Tactics	6	1	1	1
	14	Negotiating Models: Strategies and Tactics	6	1	1	1
8	15	Wage and Salary Issues and Their Costs	7	1	1	1
	16	Wage and Salary Issues and Their Costs	7	1	1	1
9	17	Wage and Salary Issues and Their Costs	7	1	1	1
	18	Wage and Salary Issues and Their Costs	7	1	1	1
10	19	Employee Benefits and Their Costs	8	1	1	1
	20	Employee Benefits and Their Costs	8	1	1	1
11	21	Employee Benefits and	8	1	1	1

Class	Session	Topics	Text Chapters	Estimated Assignment Times		
				Read	Homework: Answer Questions Assigned (all chapters)	Study: Review Notes for Exams (all chapters)
		Their Costs				
	22	Employee Benefits and Their Costs	8	1	1	1
12	23	Job Security and Seniority and Their Costs	9	1	1	1
	24	Job Security and Seniority and Their Costs	9	1	1	1
13	25	Grievance and Disciplinary Procedures	11	1	1	1
	26	Grievance and Disciplinary Procedures	11	1	1	1
14	27	The Arbitration Process	12	1	1	1
	28	The Arbitration Process	12	1	1	1
15	29	Comparative Global Industrial Relations	13	1	1	1
	30	Comparative Global Industrial Relations	13	1	1	1