Loyola University
HRER 311-Employment Relations
Course Syllabus
Spring 2014

Instructor: Mr. Burton J. Abrams
Class Time: Tuesday/Thursday
Time: 2:30pm to 3:45pm
Classroom: Rm #340 McGuire Hall
Office: #460 McGuire
Office Hours: By appointment-On campus normally before class meets.
Telephone: Office and cell phone number 312.615.4701
Email: babrams1@luc.edu /or babrams@bjabrams.com

Required Text Books:
1. Labor Relations by John A. Fossum, 11th Edition
2. There may be periodic outside readings and/or other handouts.

Orientation and Course Objectives
The material covered in this class will cover contemporary labor relations in the U.S.
You will learn how the evolution of Labor Relations has impacted U.S. industry.
You will gain an understanding of basic U.S. Employment and Labor laws.
You will gain an understanding of the NLRB and learn about NLRB decisions which
have impacted Labor Relations.
We will look at the common and competing goals of unions and industry.
Collective bargaining will be studied and will learn how it adds to achieving a fair and
balanced workforce.
To learn about union structures and how unions govern.
To learn about the process of contract administration and contract negotiations.
To understand lawful and anti-union employer activity in union organizing
campaigns.
Will gain knowledge about the subject of Labor Relations through the use of and
completion of labor relations cases.
Class Policies & Participation: Regular attendance is highly recommended. The expectation is for students to attend class regularly and to actively participate in class discussions. Participation requires preparation before class, presentation of your ideas to the class and actively participating in classroom activities such as the study of case studies and the review of periodic handout reading materials. While not all subjects will be covered in our classroom time together, you are responsible for all assigned readings be it in the textbook or extra readings. When students actively participate in discussion and contribute their experiences, everyone benefits from a more positive and interesting learning environment. Class time will be spent evaluating, integrating and supplementing the material presented in the text.
Classes will start on time. If I am late for any reason, wait at least 30 minutes. I rarely miss a class but weather and travel can be an issue.

**NO CELL PHONES** or other hand held devices are to be used in class. Lap Top computers for note taking is acceptable but not are not to be used for non-related class purposes. If so discovered, no future use of such lap top.

**CHECK YOUR EMAIL AND SAKAI BEFORE AND AFTER EACH CLASS.**

**Guest Speakers:** I often like to invite a guest speaker to the class and will do so if I can find an appropriate professional in the field and it fits our mutual schedules.

**Tests and Written Assignments:**
There will be at least two exams, one at approx. mid term (date to be announced) and one final exam. (May 2nd 9am) You will be assigned approx. four to six case studies. Each will be relevant to the material being covered in class. While we will discuss in class, each case should be typed and prepared with appropriate attention to the questions at the end of each case and will be turned in **ON TIME.**

**Grading:**
- Mid Term: 30%
- Final Exam: 35%
- Cases: 20%

Class Participation will be graded at 15%. Class participation includes successful completion of in class assignments, homework turned in on time and actual contribution to & participation in class discussions. (do not underestimate the importance of this 15%)
Short of a real emergency, Make up Exams will be a real problem. If you need to contact me for any reason, call me during day or send me an email at either email address.

**Class Schedule: Subject to Change during Semester**
*(If not in class, it is your responsibility to find out about any changes, additional readings and new assignments)*

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<thead>
<tr>
<th>DATE</th>
<th>TOPIC</th>
<th>Text Readings-Fossum</th>
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<tbody>
<tr>
<td>Wk of Jan.13th</td>
<td>Intro to Class/Labor Rel</td>
<td>Chapter 1</td>
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<tr>
<td>Wk of Jan. 20th</td>
<td>Evolution of American Labor</td>
<td>Chapter 2</td>
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<tr>
<td>Wk of Jan.27th</td>
<td>Employment Law/Federal Agencies</td>
<td>Chapter 3</td>
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<tr>
<td>Wk of Feb.3rd</td>
<td>Union Structure and Gov Unions-Leaders, Behaviors, Activities</td>
<td>Chapter 4&amp;5</td>
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<td>Wk of Feb. 10th</td>
<td>Union Organization Campaigns</td>
<td>Chapter 6</td>
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<td>Wk of Feb. 17th</td>
<td>Union Avoidance</td>
<td>Chapter 7</td>
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<tr>
<td>Wk of Feb.24th</td>
<td>Catch up and review: <strong>Midterm Feb.27th</strong></td>
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<tr>
<td>Wk. of March 3rd</td>
<td>SPRING BREAK</td>
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<td>Wk of Mar 10th</td>
<td>Environment of Bargaining</td>
<td>Chapter 8</td>
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<td>Wk of Mar 17th</td>
<td>Issues in Bargaining(Wages and Non Wages)</td>
<td>Chapters 9 &amp; 10</td>
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<td>Wk of Mar 24th</td>
<td>Contract Negotiations &amp;Impasses</td>
<td>Chapters 11 &amp; 12</td>
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<td>Wk of April 1st</td>
<td>Union-Mgmt Cooperation</td>
<td>Chapter 13</td>
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<td>Wk of April 7th</td>
<td>Contract Administration</td>
<td>Chapters 14</td>
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<td>Wk of April 14 th*</td>
<td>Grievance Arbitration</td>
<td>Chapter 15</td>
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<td>Wk of April 21st</td>
<td>In class exercise, catch up and review</td>
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<td><strong>FINAL EXAM</strong></td>
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<td>May 1st 9-11am</td>
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The above schedule of readings is subject to change. While the entire chapters are shown assigned for reading, I will cover in class the appropriate material that I think you should understand. **BRING YOUR BOOK TO CLASS. I WILL REFER TO CHARTS AND RELATED DIAGRAMS IN THE CHAPTERS.** Supplemental readings will be distributed.

As to academic integrity and Plagiarism and Cheating it is obvious how instructors look at these subjects. Any violation of the integrity of this class will be dealt with swiftly and appropriately.

The Quinlin School of Business expects all of us to conduct ourselves in a professional manner. We will respect the dignity of each individual in this class. We will embrace the diversity in each of us and what each of us brings to the class. We will respect the opinions of other’s and will not tolerate in anyway any abusive or less than appropriate behavior.

As your instructor, if you have any issues or needs, please do not hesitate to contact me as soon as possible.
Addendum to Syllabus

HRER 311: Spring 2014- B.ABRAMS
Case Study Analysis and Write Up: 20% of Course Grade
You will be given five case studies to read, evaluate and to write up a summary with responses to the questions at the end of each case. These case studies are to be turned in typed and documented. While the class lectures will cover labor information that may help you to answer such cases, you may have to research a bit on your own. In all cases, if you do a good job in your justification for your answer and/or have done good research to reach your conclusion, having the “right” answer will not be as important at the work you put into justifying your position and the logic of arguments and conclusions.

A. You will first summarize the case. What is the case about? Who is involved?
B. State the major issue or issues in the case as you see it.
C. Answer the questions at the end of each case study. Your answers will be done in detail with thought and full explanation on why you reached such a conclusion.

These case studies will be due as indicated. Late turn in of cases will be so noted and your grade will be impacted. I will notify you if the date to turn in the case has changed. It would only be later, not earlier than the date indicated.

Due Feb. 18th: Case Titled Threatening the Union Dissidents. (32)
Due March 11th: Surveillance of the Employee and Nonemployee Union Organizers (4)
Due March 20th: Judicial Review of the NLRB’s “Punitive Remedy Concerning the Health Care Plan (25)
Due April 10th: Health Insurance Benefits for the Same-Sex Domestic Partners (65)
Due April 22nd: Conflict of Interest Rules and Discharge for News Photographer (69)

I will pass out the cases to you in class well before the due date. Perhaps will be able to attach the cases on line in Sakai or Locus.
The goal is not to turn you into labor lawyers as senior’s in college but rather to read and try to understand some real life labor relations cases.