



COURSE SYLLABUS

BA 411-WA-10 Labor Relations and Negotiation

uiuFlex - Web Based Format Option

Session begins on the 1st day of the semester and ends on the last day of the semester.

Instructor Information

Instructor Name: Joe Atkins

Instructor Email: atkinsj@uiu.edu

Contact Information: For questions, comments, or concerns please contact the Self-Paced Degree Program office:

Telephone: 563-425-5200 or 1-800-553-4150

E-mail: selfpaced@uiu.edu

Address: Upper Iowa University, PO Box 1857, Fayette, IA 52142

Course Description

Semester Credits: 3 semester credits

Catalog Course Description:

The basic principles of manpower use; wage structure; use of industrial psychology and collective bargaining; the union movement; human relations in industrial management; and modern labor laws and institutions.

Prerequisites: BA 210 and BA 361

Credit Hours: As a requirement of HLC Accreditation, all UIU courses, regardless of meeting schedule or instructional mode, follow the Federal Credit Hour Definition. As such, each credit hour earned at UIU is equivalent to a minimum of 45 hours of student engagement.

For more information on how specific instructional modes meet this requirement, please see *UIU's Policy Guidelines for Instructional Time Expectations*: [UIU Policies](#).

Course Materials

It is the student's responsibility to make sure she/he has access to all required course materials by the start of the session.

Required Textbooks

Fossum, J. A. (2015). *Labor relations* (12th ed.). New York, NY: McGraw-Hill.

ISBN: 978-0-07-786247-3

Recommended Resources

American Psychological Association. (2010). *Publication Manual of the American Psychological Association* (6th ed.). Washington, DC: American Psychological Association. ISBN: 978-1-4338-0561-5

Recommended Resources

UIU Writing Center-

Phone- 563-425-5854

- Email:

writingcenter@uiu.edu UIU

Academic Success-

Phone- 563-425-5264

- Email: academicsuccess@uiu.edu

Ordering Textbooks

Purchase your textbook through the online university bookstore, [MBS Direct](#), or by phone at (800) 325-3252.

Course Objectives

1. Explain the history and theory of the labor movement.
2. Analyze legislation affecting the employer's and union's roles in the workplace.
3. Assess current labor relations techniques and the changing nature of the concept of work.
4. Evaluate the role of employers and union and their effects on the future economic climate.
5. To provide students with an overview of the labor movement and of labor economics.
6. To provide students with an understanding of the role of labor unions in industrial society.
7. To provide students with an understanding of the issues involved in regulating work and associated contractual processes.
8. To provide students with knowledge of the processes of negotiating and bargaining, and of tools used to manage those processes.
9. To provide students with an understanding of the role of human relations in the management process and in organizational activities

Program Student Learning Outcomes

1. Explain the fundamental aspects of human resources management and their application in a variety of business settings including diversity of cultures and worldviews.
2. Use Human Resource Information Systems to research, collect, analyze, and interpret data and effectively communicate information in a professional manner.
3. Develop and evaluate training and development programs that foster employee and organizational learning and development.
4. Explain the processes involved with personnel selection and evaluation as they relate to the overall human resource management strategy.
5. Apply knowledge of human behavior, labor relations, and current laws and regulations to produce a working environment that is safe, fair, and compliant with regulations.

Course Requirements and Grading Criteria

Course Requirements

1. Review the **entire** course syllabus before beginning the course. Be sure you understand the course procedures and objectives. Procedures do change, so please review **ALL** requirements and policies even if this is not your first course including, but not limited to, administrative withdrawal. Your course status will be affected if policies are not followed.
2. Students who develop a regular time schedule and set goals for unit completion are most successful in completing courses within a specific timeframe.
3. The feedback you receive from the instructor of your work is **critical** to your success on subsequent lessons. These comments allow you to improve and modify the next units if necessary.
4. Assignments are submitted using uiuLearn. Please complete all assignments and modules in order.
5. If the information in your syllabus is not clear or if units are not graded within a reasonable period of time, please contact your instructor using uiuLearn's email tool, if that doesn't work contact the Self-Paced Program office. We would like the opportunity to address concerns, however, we may not know unless we hear from YOU!
6. ALWAYS keep a copy of your completed work when submitting it for grading.

Readings

Each unit will have reading assigned from the text as well as a lecture that will be included in the unit.

Assignments

Student Introduction: This will be included with unit 1. This provides the opportunity

for the student to introduce themselves to the instructor.

Unit Short Answer Questions: Each unit will have discussion questions to respond to. The response should be based on information the student has learned in the unit as well as experiences. The response should also include opinions from the student that helped to form the responses.

Case Study Recommendation: Units 1 and 2 will have a case study for the student to provide a recommendation. There is not a single correct response. The response should be in paragraph form and be thorough. The case studies provide an opportunity to use analytical skills and think through potential outcomes. The response should come from information learned as well as experiences.

Interview: Unit 3 will have the student conduct an interview. The student will select a company and interview either an employee representing the company (such as a manager or director) or an employee that may part of a union or an employee that is not part of a union. Select questions that will provide insight on the person's perception of the effectiveness of either having a union or not having a union. Sample questions will be provided. Depending on who the interview is conducted with, it will be from the perspective of management or an employee. This interview is a way to gain insight from someone's perspective of the potential impact and effectiveness of a union. Details for the interview are included within the unit detail.

Case Study/Contract Analysis: Units 4-6 will have a case study or situation to analyze from a union contract perspective. This provides the opportunity for the student to use analytical and interpretation skills. Details will be included within the unit detail.

Paper: Unit 7 will include submitting a paper. The paper will describe the process of union negotiations, including how the process is scheduled, how the process works, and outcomes if this process works well and outcomes if the process does not work well. The paper should be done using APA format.

Unit Summary/Lessons Learned: The student should submit at the close of each unit a summary of lessons learned. This should include the most significant learning items and how these items can be applied in the working environment.

Final Assessment-Exam: In Unit 8, the student will complete an exam of 75 questions. The exam is comprehensive and will cover concepts from all 8 units. The best way to prepare for the exam is to review the information provided in the unit lectures.

Grading Criteria

Activity	Points
Student Introduction	15
Short Answer Questions (8 units x 30 points)	240
Case Study Recommendations (2 x 40 points)	80
Contract Analysis (3 x 50 points)	150
Interview	60
Paper	70
Unit Summary of Lessons Learned (8 units x 20 points)	160

Activity	Points
Final Assessment-Exam	225
Total	1000

Grading Scale

Letter Grade	Percent	Points
A	93-100%	930-1000
A-	90-92%	900-929
B+	87-89%	870-899
B	83-86%	830-869
B-	80-82%	800-829
C+	77-79%	770-799
C	73-76%	730-769
C-	70-72%	700-729
D+	67-69%	670-699
D	63-66%	630-669
D-	60-62%	600-629
F	0-59%	0-599

Grades and Feedback

This syllabus contains all assignments necessary for completing your self-paced course. submit your completed assignments via uiuLearn. All coursework and assessments will be graded and posted to the uiuLearn gradebook.

If you need academic assistance with the course, please feel free to contact the Self-Paced Degree Program office.

To protect the integrity of the final assessment/exam, you only receive your final grade on the exam; you do not receive any feedback on the answers to the exam questions. The answers to the questions on the exam are not shared with students. Please remember to stay academically honest.

AI-Free Assignments

Use of generative AI is not permitted for assignments requiring independent analysis, critical thinking, or personal reflection (e.g., take-home exams, reflective essays). Unauthorized use constitutes a violation of academic integrity and may fall under the Academic Misconduct Policy.

Turnitin

Turnitin is a tool for both teachers and students to ensure academic integrity by checking the originality of submitted papers to avoid issues of plagiarism and academic dishonesty. Students should be aware that Turnitin scans submitted work and compares it to ALL other sources on file.

Incompletes

Students will be allowed to request an extension and receive an 'I' (incomplete grade) at the end of their original six-month enrollment period if:

- A minimum of one assignment has been received for grading per guidelines **AND**

- All course units and exams are not completed and submitted **OR**
- A course withdrawal has not been initiated.

Note: The fee for a self-paced extension is \$99 per course. The request for an extension must be submitted no earlier than one month before the end of the course and no later than a week before the end of the course.

Incomplete grade details

- When the extension is granted and an incomplete grade is issued, the student will receive a four-month enrollment period to complete the course.
- Students do not have the option to withdraw from a course after the initial six-month enrollment period.
- An 'I' grade posted to the student's official record will be replaced with a final letter grade; however, the incomplete will remain on the official transcript as a notation.
- If the course is not completed by the end of the incomplete period, the instructor will assign a final grade (A-F) based on work completed in relation to the total course requirements.
- If credit is not earned by the end of the extension period, students can reenroll and repeat the entire course for credit.

Note: Students are not reported as enrolled during the incomplete period and are not eligible for student loan deferment.

Course Schedule

Unit 1

Unit 1 Topic	The Evolution of American Labor
Readings	Read Chapters 1- 2 in the text Read Unit1 Lecture
Critical Thinking	Unit 1 Summary of Lessons Learned
Assignments	Student Introduction Unit 1 Short Answer Questions Case Study Recommendation

Unit 2

Unit 2 Topic	Employment Law and Union Structure
Readings	Read Chapters 3-4 in the Text Read Unit 2 Lecture
Critical Thinking	Unit 2 Summary of Lessons Learned
Assignments	Unit 2 Short Answer Questions Case Study Recommendation

Unit 3

Unit 3 Topic	Union Organizing and Practices
Readings	Read Chapters 5-7 in the Text Read Unit 3 Lecture
Critical Thinking	Unit 3 Summary of Lessons Learned
Assignments	Unit 3 Short Answer Questions Interview

Unit 4

Unit 4 Topic	Bargaining
Readings	Read Chapters 8-9 in the Text Read Unit 4 Lecture
Critical Thinking	Unit 4 Summary of Lessons Learned
Assignments	Unit 4 Short Answer Questions Case Study/Contract Analysis

Unit 5

Unit 5 Topic	Issues and Negotiations
Readings	Read Chapters 10-11 in the Text Read Unit 5 Lecture
Critical Thinking	Unit 5 Summary of Lessons Learned
Assignments	Unit 5 Short Answer Questions Case Study/Contract Analysis

Unit 6

Unit 6 Topic	Impasses and Cooperation
Readings	Read Chapters 12-13 in Text Read Unit 6 Lecture
Critical Thinking	Unit 6 Summary of Lessons Learned
Assignments	Unit 6 Short Answer Questions Case Study/Contract Analysis

Unit 7

Unit 7 Topic	Contract Administration and Arbitration
Readings	Read Chapters 14-15 in the Text Read Unit 7 Lecture
Critical Thinking	Unit 7 Summary of Lessons Learned
Assignments	Unit 7 Short Answer Questions Paper

Unit 8

Unit 8 Topic	Public Sector Labor Relations and Survey
Readings	Read Chapters 16-17 in the Text Read Unit 8 Lecture
Critical Thinking	Unit 8 Summary of Lessons Learned
Assignments	Unit 8 Short Answer Questions Final Assessment-Exam

Course Expectations

Professional Writing and Speaking Guidelines

Communications in class and online should follow the Student Conduct and Discipline, Respect for the University Environment, and Code of Student Responsibility in the [Student Handbook](#) (pg. 20 and 21). Respect the opinions of others using appropriate language and communications.

University Policies

Withdrawal (W)

If a student decides to withdraw from a course before the end of an enrollment period, the student's charges, financial aid, tuition assistance, and/or veteran benefits could be affected. All students should consult with the Business Office and Financial Aid Office to understand the financial impact of withdrawing prior to initiating the withdrawal process.

Tuition adjustments are independent from academic and financial aid deadlines. Upon receiving a request for withdrawal, using the number of lessons submitted as compared to the total due, a refund of tuition is made according to the following guideline.

On or before the first day of the enrollment period* 100%

After the first lesson through 10% of the enrollment period 90%

After the first 10% through the first 25% of the enrollment period 50%

After the first 25% of the enrollment period 0%

*Enrollment is measured by the number of assignments to be submitted during a six-month period of time, as determined by the University, during which semester credits are earned toward graduation. The refund/repayments shall be calculated using the percentages noted above as determined using the number of assignments completed and the number of assignments yet to be submitted.

For example, if a student submitted 2 of 17 assignments, they completed 11.76% of the class assignments. The student would be refunded 50% of the tuition cost.

For students from Wisconsin, Maryland, Georgia, Oregon, or Arizona, state laws apply.

Students who withdraw from a course prior to submitting the first assignment, or who are administratively withdrawn for non-submission of assignments, will be charged an administrative fee of \$99.

Course withdrawal may impact financial aid eligibility. A financial aid counselor is available to discuss this decision.

Upper Iowa University is required to use a pro rata schedule to determine the amount of Title IV aid the student has earned at the time of withdrawal. If financial aid funds have been released to the student because of a credit balance on the student's account at Upper Iowa University, the student may be required to repay some or all of the amount released to the student. This policy is subject to federal regulations. Contact the Financial Aid Office for details.

Withdrawing from a course in progress may result in significant student account charges. Consult with the Business Office before withdrawing. For more information on financial aid implications, go to uiu.edu/financialaid.

Administrative Withdrawal (AW)

A grade of AW (administrative withdrawal) is recorded for any course from which a student is administratively withdrawn. **At least one complete assignment/unit must be received and verified by the instructor within the first 60 days of the enrollment period or the student will be administratively withdrawn from the course.** Students who are administratively withdrawn for non-submission of assignments, will be charged an administrative fee of \$99.

Non-Attendance (NA): Never attended grades are not applicable to the Self-Paced Degree Program.

Academic Accommodations

It is the policy of Upper Iowa University to ensure equal access to educational and co-curricular activities to students with disabilities as mandated by the Americans with Disabilities Act Amendments Act (ADAAA) and Section 504 of the Rehabilitation Act of 1973. A student seeking accommodations should contact the Director of Disability Services (DDS) as early in the session as possible. In order to receive accommodations, students must disclose their disability to the DDS by completing a *Voluntary Disclosure Form*, as well as providing appropriate documentation. The *Voluntary Disclosure Form* is available in the DDS office or online at [Disability Services](#). Students will be given a *Request for Accommodations Contract* during their initial appointment with the DDS. **This appointment will be in person for Fayette campus students and over the phone for center, online, and self-paced students.** It is the student's responsibility to provide the instructors with a copy of the *Request for Accommodations Contract* (for Center or online students, these contracts are emailed out to instructors by the DDS for the student). Additionally, students should work cooperatively with their instructors throughout the session to make sure that appropriate accommodations are being made. You can contact the DDS at (563) 425-5949, disabilityservices@uiu.edu, or stop by the office in the Student Center, Office of Student Life, Room 229.

Academic Misconduct Policy

Cheating, academic dishonesty, and plagiarism constitute a violation of the offender's own integrity, as well as the integrity of the entire University; they will not be tolerated. Violators will receive sanctions based on the level of academic misconduct.

Cheating includes, but is not limited to:

- The use of unauthorized books notes or other sources in the giving or securing of

help in an examination or other course assignments.

- The copying of other students' work or allowing others to copy your work. The submission of work that is not your own or allowing others to submit your work as theirs.
- The submission of the same work for two or more classes without the approval of instructors involved.

Academic dishonesty includes, but is not limited to:

- Sharing academic materials knowing they will be used inappropriately.
- Accessing another person's work without permission.
- Providing false or incomplete information on an academic document.
- Changing student records without approval.
- Obtaining and using texts or other materials intended for instructor use only.

Plagiarism includes, but is not limited to:

- The presentation of another's published or unpublished work as one's own.
- Taking words or ideas of another and either copying them or paraphrasing them without proper citation of the source.
- Using charts, graphs, statistics or tables without proper citation.

Levels of Academic Misconduct and Sanctions

The faculty member teaching the course has the primary responsibility for resolving allegations of academic dishonesty, though egregious violations will be resolved by the School administration, the Academic Misconduct Board, or some combination thereof. The final decision on the level of a violation rests with the Academic Misconduct Board. Options for resolving an alleged case of academic dishonesty range from dismissing the allegation with no negative sanction to being expelled from the university ([Academic Misconduct Policy: Table 1](#)). A negative sanction is defined as an action taken by the faculty member that affects the student's grade for the assignment or his or her cumulative grade for the course. Anytime academic misconduct is detected, the procedures outlined in [Academic Misconduct Policy: Table 1](#) should be followed. The incident will be maintained in a searchable database maintained by the Office of Academic Affairs.

Copyright Statement

In recognition of the Copyright Law of the United States (Title 17, United States Code), Upper Iowa University reminds both faculty members and learners that a willful infringement of the law may result in disciplinary action. The University library has available materials discussing the "fair use" concept, along with criteria and guidelines for reproduction and use of copyrighted materials.

This syllabus is subject to change.

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