

Labor-Management Relations HRMG-5930

S1 2021 Section SM 3 Credits 01/04/2021 to 03/05/2021 Modified 12/21/2020

Meeting Times

Class will meet via Zoom - the link will be posted in WorldClassroom

Monday, 6:00 PM to 10:00 PM, Zoom

Class will meet: Jan 4, 11, 18, 25; Feb 1, 8, 15, 22; Mar 1

TIME is in EST

Contact Information

Instructor: Mr. Carl Patrick Dennis

Email: carldennis17@webster.edu

Phone: 5712076210

Contact Information: carldennis17@webster.edu; Phone: 571-207-6210, [it will ask you for your first name] [this is a student number only] If you need my personal number it is 703-748-2811; Will reply on email almost immediately, will return phone calls within 24 hours.

Carl P. Dennis is Program and Contracts Manager for the U.S. Department of Homeland Security (DHS), Transportation Security Administration (TSA), Office of Security Operations, Technical Training and Tools, where his team of Project Managers train, assist, and certify, the over 40,000 TSA Screening Officers, for both checked and carry-on baggage, at each of the 450 U.S. Airports and manages the associated \$30M Contract Task Order, for which checked or carry-on bags are screened in the millions per day, with the delivery of all new equipment, upgrades, curriculum, SOPs, training certifications, yearly tests, etc.

He served as a Contract and Acquisition Manager, and Quality and Mission Assurance Engineer at Missile Defense Agency, when he entered federal government service in 2006. He worked with Federal Acquisition Regulation (FAR) and Defense Federal Acquisition Regulation (DFAR) and the DoD 5000 series of acquisition guidance, as QS Operations Manager, including Contract Officer Rep (COR) (COTR) and Task Order Rep for MDA Engineering and Advisory and Administration Support (MiDEASS) Contract; wrote QS Performance Work Statement, (PWS), ensuring all FAR/DFAR clauses, including Quality Assurance Surveillance Plan (QASP), Earned Value Management, Risk Management requirements are met; for \$32M for over 120 contractors.

He also served as a Vice President and General Manager, L3 Communications, where he worked with Federal Acquisition Regulation (FAR) and Defense Federal Acquisition Regulation (DFAR) and the DOD 5000 series of acquisition guidance, Request for Information (RFI) to Request for Proposal (RFP) to contract award, performance and contract close. Development and execution of operation and business plans that support one or more of a wide variety of programs within the Group, with over 230 employees with budget of \$50 Million.

His military career included service in the U.S. Air Force Judge Advocate General's Department, where as a lawyer and legal advisor, he was assigned to many foreign countries, such as Albania, Macedonia, Bulgaria, Romania, Poland, Latvia, Estonia, Lithuania, and Cambodia to help write Public Administration and Policy Regulations, Contract Law Policies and Criminal Codes and Litigation Manuals. He also served as a U.S. Marine Corps Officer, serving as a KC-130 Hercules aviator and later as a reserve officer, served as a heavy motorized maintenance and infantry officer.

He teaches for Webster University in the Washington DC Metro area.

Description

Students examine legislation concerning labor-management relations and focus special attention on contract negotiations, contract administration, and the creative resolution of employee-management differences in the context of a formal contract. The course focus is on employee relations characterized as being outside of a negotiated agreement.

Objectives

Joint Base Anacostia-Bolling · George Herbert Walker School of Business & Technology · Management Labor-Management Relations HRMG-5930; Spring I, 2020 Section 34 3 Credits 01/04/2021 to 05/05/2021

1. Be able to discuss the various aspects of the Norris-La Guardia Act, Wagner Act, Taft-Hartley Act, and Landrum-Griffin Act.
2. Be able to outline and discuss the structure and functions of the National Labor Relations Board
3. Be able to demonstrate a general knowledge of case law dealing with union and employer unfair labor practices, the legality of picketing and strikes, injunctive relief, and regulation of internal union conduct
4. Be able to discuss grievance and arbitration processes and other aspects of dispute settlement law
5. Be able to discuss public employment labor law
6. Be able to discuss the collective bargaining process factors which influence its outcome and elements found in most collective bargaining agreements

Outcomes

At the end of the course the student will be able to:

- Explain the legal sources of Employer relationships with Labor Unions;
- Explain the legal sources of Employer relationships with its Employees;
- Identify and understand concept of union representation rights;
- Identify and understand concepts related to Employer and Labor Organization obligations under the National Labor Relations Act;
- Apply legal concepts to real life situations;
- Learn to read case law and distill language of cases to understandable rules and concepts;
- Develop an analytic framework for identifying and resolving legal issues between Employer and Employee and/or Employer and Labor Organizations.

Required Textbook

Looseleaf Labor Relations

Author: Budd

Publisher: MCG

Edition: 5th

ISBN: 978-1260152050

Materials

Textbook title and ISBN posted here:

<http://www.bkstr.com/websteronlinestore/home>

Start here - follow drop down menus

Deliverables

Assignments

Week 1: Mon, 4 Jan 21 - First Class - Presentation of Course and Assigned Chapters
Chapters Review and Presentation of Assigned Chapters, with instructor discussion.

Discussion of Class Format and Description of Projects and Timelines:

- (1) Introduction and First in Class Presentation.
- (2) Class Chapters and Presentation.
- (3) Individual Writing Project.
- (4) Arbitration Board in Class Exercise
- (5) Group Project and Presentation

Introduction and First in Class Presentation:

- 1 Name; Major, Expected Year of Graduation;
- 2 At least one interesting thing about yourself:
- 3 One of your proudest achievements:
- 4 Career goal, 5-10 years from now:
- 5 Discussion of Class Project and Presentation: [Assignment of Chapters]

The class will individually have assigned a chapter or chapters, as required, to summarize for the entire class the chapter main points, from the course book, as numbered below.

Chapter presentation will begin Week 2, Mon, 11 Jan 21, for 3 mins in front of the Zoom class to develop public speaking skills. Format for Class Presentation of Assigned Pages:

[Sample] - [1 Inch Border, Double Space, Times New Roman 12], [3 Pg Max]

Name:

Chapter(s) Review

Week 2: Mon, 11 Jan 21, Second Class, Begin to Present Chapter Reviews; Draft/Outline/Proposal Of Individual Written Paper.

Discussion of Individual Writing Project:

Graduate students will be required to submit a five-page analysis (typed) (APA Style) on any impact, positive or negative on a labor issue. You will also present your paper to the Zoom class, for five minutes beginning Week 5 (Mon, 1 Feb 21).

Discussion of Group Project:

A Group Project, consisting of 2-person teams, will work on a collective assignment to be discussed in class, and presented as a group in a mock Administrative Hearing, Federal Agency Administrative Process, Employment Law Arbitration Board, or hearing before an Labor Relations Board, to be presented beginning Week 7 (15 Feb 21).

Week 3: Mon, 18 Jan 21, Third Class – Draft/Outline/Proposal Of Individual Written Paper; Labor Relations Law in Class Arbitration Exercise. Discussion of Individual Paper and Group Project.

Week 4: Mon, 25 Jan 21, Fourth Class; Draft of Individual Written Paper; Draft/Outline/Proposal Of Group Project

Week 5: Mon, 1 Feb 21; Fifth Class, Presentation of individual Paper; Work on Draft/Outline/Proposal Of Group Project

Week 6: Mon, 8 Feb 21, Sixth Class, Negotiation Exercise; Group Project Work

Week 7: Mon, 15 Feb 21, Seventh Class, First Presentations of Group Project

Week 8: Mon, 22 Feb 21, Eighth Class, Finish Presentation of Group Project

Week 9: Mon, 1 Mar 21, Ninth Class, Group Project Completion, if needed, End of Course Review

✓ Evaluation

Breakdown

Chapters Review and Presentation - (Reviews - 10%, Presentation - 10%) Total - 20%

Individual Written Paper and Presentation (Paper - 10%, Presentation - 10%) Total - 20%

Employment Law Arbitration Exercise - (In Class Exercise - 20%)

Group Project/Mock Hearing (Paper 20%, Mock hearing - 10%) Total - 30%

Regular Class Participation - 10%

Total - 100%

📅 Schedule

When	Topic	Notes
------	-------	-------

When	Topic	Notes
		<p>Week 1: Mon, 4 Jan 21 - First Class - First in Class Presentation: Week 2: Mon, 11 Jan 21, Second Class, Present Chapter Reviews; Week 3: Mon, 18 Jan 21, Third Class – Draft of Individual Written Paper, Work on Group Project Week 4: Mon, 25 Jan 21, Fourth Class; Draft of Individual Written Paper Week 5: Mon, 1 Feb 21; Fifth Class, Presentation of individual Paper Week 6: Mon, 8 Feb 21, Sixth Class, Labor Relations Law in Class Arbitration Exercise, Group Project Work Week 7: Mon, 15 Feb 21, Seventh Class, First Presentations of Group Project Week 8: Mon, 22 Feb 21, Eighth Class, Finish Presentation of Group Project Week 9: Mon, 1 Mar 21, Ninth Class, Group Project Completion, End of Course Review</p> <p><i>See assignment section for a breakdown of each weekly assignment requirements.</i></p> <p>ONLINE EVALUATION: https://evaluation.webster.edu - available weeks 8 & 9, posted in WorldClassroom as well</p>

* Course Policies

Attendance Policy

We only meet 9 times, so please try to meet all class times. However, as in things, full consideration and understanding will be given for travel, active duty, post-COVID in-residence meetings. We are all professionals and work will take priority over class, but working arrangements can be made to adjust both accordingly. Remember, class attendance is class participation and 10% of your grade.

Institutional Policies

Academic Policies

Academic policies provide students with important rights and responsibilities. Students are expected to familiarize themselves with all academic policies that apply to them. Academic policies for undergraduate students can be found in the Undergraduate Studies Catalog; graduate students should review the Graduate Studies Catalog.

Undergraduate Studies Catalog

The Undergraduate Studies Catalog contains academic policies that apply to all undergraduate students. The *academic policies and information* section of the catalog contains important information related to **attendance, conduct, academic honesty, grades, and more**. If you are an undergraduate student, please review the catalog each academic year. The current Undergraduate Studies Catalog is at:

<http://www.webster.edu/catalog/current/undergraduate-catalog/> (<http://www.webster.edu/catalog/current/undergraduate-catalog/>).

Graduate Studies Catalog

The Graduate Studies Catalog contains academic policies that apply to all graduate students. The *academic policies* section of the catalog contains important information related to **conduct, academic honesty, grades, and more**. If you are a graduate student, please review the catalog each academic year. The current Graduate Studies Catalog is at:

<http://www.webster.edu/catalog/current/graduate-catalog/> (<http://www.webster.edu/catalog/current/graduate-catalog/>).

Grading

The Grades section of the academic catalog outlines the various grading systems courses may use, including the information about the final grade reported for this class.

Undergraduate

<http://www.webster.edu/catalog/current/undergraduate-catalog/academic-policies.html#grading>
(<http://www.webster.edu/catalog/current/undergraduate-catalog/academic-policies.html#grading>).

Graduate

<http://www.webster.edu/catalog/current/graduate-catalog/academic-policies.html#grades>
(<http://www.webster.edu/catalog/current/graduate-catalog/academic-policies.html#grades>).

Incomplete

There are important policies that govern grades of Incomplete (I), including the circumstances under which Incomplete grades are granted, deadlines for completion, and consequences should the remaining course work not be completed. It is the responsibility of a student who requests an Incomplete to ensure that he/she understands and follows the policies.

Grade Appeals

Instructors are responsible for assigning grades, and student should discuss grade issues with the instructor. Policies and procedures for appealing grades are available in the appropriate catalog.

Academic Honesty Policy

Webster University is committed to academic excellence. As part of our Statement of Ethics, we strive to preserve academic honor and integrity by repudiating all forms of academic and intellectual dishonesty, including cheating, plagiarism and all other forms of academic dishonesty. Academic dishonesty is unacceptable and is subject to a disciplinary response. Students are encouraged to talk to instructors about any questions they may have regarding how to properly credit others' work, including paraphrasing, quoting, and citation formatting. The university reserves the right to utilize electronic databases, such as Turnitin.com, to assist faculty and students with their academic work.

The University's Academic Honesty Policy is published in academic catalogs:

Undergraduate

<http://www.webster.edu/catalog/current/undergraduate-catalog/academic-policies.html>
(<http://www.webster.edu/catalog/current/undergraduate-catalog/academic-policies.html>).

Graduate

<http://www.webster.edu/catalog/current/graduate-catalog/academic-policies.html>
(<http://www.webster.edu/catalog/current/graduate-catalog/academic-policies.html>).

As a part of the University commitment to academic excellence, the Academic Resource Center provides student resources to become better acquainted with academic honesty and the tools to prevent plagiarism in its many forms:

http://www.webster.edu/arc/plagiarism_prevention/ (http://www.webster.edu/arc/plagiarism_prevention/).

Statement of Ethics

Webster University strives to be a center of academic excellence. The University makes every effort to ensure the following:

- The opportunity for students to learn and inquire freely
- The protection of intellectual freedom and the rights of professors to teach
- The advancement of knowledge through scholarly pursuits and relevant dialogue

To review Webster University's statement of ethics, see the Undergraduate Studies Catalog and the Graduate and Studies Catalog:

Undergraduate

<http://www.webster.edu/catalog/current/undergraduate-catalog/overview.html#ethics>
(<http://www.webster.edu/catalog/current/undergraduate-catalog/overview.html#ethics>).

Graduate

<http://www.webster.edu/catalog/current/graduate-catalog/ethics.html> (<http://www.webster.edu/catalog/current/graduate-catalog/ethics.html>).

Contact Hours for this Course

It is essential that all classes meet for the full instructional time as scheduled. A class cannot be shortened in length. If a class session is cancelled for any reason, the content must be covered at another time.

Important Academic Resources

Academic Accommodations

Webster University makes every effort to accommodate individuals with academic/learning, health, physical and psychological disabilities. To obtain accommodations, students must identify themselves and provide documentation from a qualified professional or agency to the appropriate campus designee or the Academic ADA Coordinator at the main campus. The Academic ADA Coordinator may be reached at 314-246-7700 or disability@webster.edu (<mailto:disability@webster.edu>).

If you have already identified as a student with a documented disability and are entitled to classroom or testing accommodations, please inform the instructor of the accommodations you will require for this class at the beginning of the course.

Academic Resource Center

Additional support and resources may be accessed through the Academic Resource Center (ARC). Support and resources include academic counseling, accommodations, assistive technology, peer tutoring, plagiarism prevention, testing center services, and writing coaching. Visit www.webster.edu/arc (<http://www.webster.edu/arc>) or Loretto Hall 40 on the main campus for more information.

Student Success Portal

Webster University's Student Success Portal, powered by Starfish, is a communications tool to connect students with faculty members and campus support services. It allows faculty and staff members to communicate with you regarding academic achievements as well as areas where support may be helpful. You may use the portal to contact faculty and staff members for assistance and to arrange meetings. Activity in the portal will be communicated to your Webster University email account. The Student Success Portal is available via your course home page in WorldClassRoom or via Connections. Learn more about the Student Success Portal at <http://www.webster.edu/success/students.html> (<http://www.webster.edu/success/students.html>).

University Library

Webster University Library is dedicated to supporting the research needs and intellectual pursuits of students throughout the University's worldwide network. Resources include print and electronic books, journal articles, online databases, DVDs and streaming video, CDs and streaming music, datasets, and other specialized information. Services include providing materials at no cost and research help for basic questions to in-depth exploration of resources. The gateway to all of these resources and services is <http://library.webster.edu> (<http://library.webster.edu/>). For support navigating the library's resources, see <http://libanswers.webster.edu/> (<http://libanswers.webster.edu/>) for the many ways to contact library staff.

Drops and Withdrawals

Drop and withdrawal policies dictate processes for students who wish to unenroll from a course. Students must take proactive steps to unenroll; informing the instructor is not sufficient, nor is failing to attend. In the early days of the term or semester, students may DROP a course with no notation on their student record. After the DROP deadline, students may WITHDRAW from a course; in the case of a WITHDRAW, a grade of W appears on the student record. After the WITHDRAW deadline, students may not unenroll from a course. Policies and a calendar of deadlines for DROP and WITHDRAW are at:

Undergraduate

<http://www.webster.edu/catalog/current/undergraduate-catalog/enrollment.html>
(<http://www.webster.edu/catalog/current/undergraduate-catalog/enrollment.html>).

Graduate

<http://www.webster.edu/catalog/current/graduate-catalog/enrollment.html> (<http://www.webster.edu/catalog/current/graduate-catalog/enrollment.html>).

Academic Calendar - <http://www.webster.edu/academics/academic-calendar/> (<http://www.webster.edu/academics/academic-calendar/>).

Current tuition rates, policies, and procedures, including details of pro-rated tuition refunds, are available in the "Tuition, Fees, and Refunds" section of Webster's Academic Catalogs:

Undergraduate

<http://www.webster.edu/catalog/current/undergraduate-catalog/tuition.html>
(<http://www.webster.edu/catalog/current/undergraduate-catalog/tuition.html>).

Graduate

<http://www.webster.edu/catalog/current/graduate-catalog/tuition.html> (<http://www.webster.edu/catalog/current/graduate-catalog/tuition.html>).

Student Handbook and Other Important Policies

Student handbook and other non-academic policies may apply to you and may impact your experience in this class. Such policies include the student code of conduct, privacy, technology and communications, and more. Please review the handbook each year and be aware of policies that apply to you. The handbook is available at:

<http://www.webster.edu/student-handbook/> (<http://www.webster.edu/student-handbook/>).

Sexual Assault, Harassment, and Other Sexual Offenses

Webster University makes every effort to educate the community to prevent sexual assault, harassment, and other sexual offenses from occurring, and is committed to providing support to those affected when this behavior does occur. To access information and resources or to review the Policy on Sexual Assault, Harassment, and Other Sexual Offenses, visit:

<http://www.webster.edu/sexual-misconduct/> (<http://www.webster.edu/sexual-misconduct/>).

Research on Human Subjects

The Webster University Institutional Review Committee (IRB) is responsible for the review of all research on human subjects. The IRB process applies to all Webster University faculty, staff, and students and must be completed prior to any contact with human subjects. For more information on the IRB, visit:

<http://www.webster.edu/irb/index.html> (<http://www.webster.edu/irb/index.html>).

Course Evaluations

At the end of this course, you will have the opportunity to provide feedback about your experience. Your input is extremely valuable to the university, your instructor, and the department that offers this course. Please provide your honest and thoughtful evaluation, as it helps the university to provide the best experience possible for all of its students.

Important Technology Information

Connections Accounts

Webster University provides all students, faculty, and staff with a University email account through Connections. Students are expected to activate their Connections account and regularly check incoming University email. Students may choose to have their University email forwarded to an alternate email address. Connections account holders can call the Help Desk (314-246-5995 or toll free at 1-866-435-7270) for assistance with this setup. Instructions are also provided on the Information Technology website at:

<http://www.webster.edu/technology/service-desk/> (<http://www.webster.edu/technology/service-desk/>).

WorldClassRoom

WorldClassRoom is Webster's Learning Content Management System (LMS). Your instructor may use WorldClassRoom to deliver important information, to hold class activities, to communicate grades and feedback, and more. WorldClassRoom is available using your Connections ID at:

<https://worldclassroom.webster.edu/> (<https://worldclassroom.webster.edu/>).

Webster Alerts

Webster Alerts is the University's preferred emergency mass notification service, available free to current students, faculty and staff at all US campuses. By registering a valid cell phone number and email address, you will receive urgent campus text, voice mail and email communications. Valuable information concerning a range of incidents affecting you - from weather-related campus closures, class delays and cancellations, to more serious or life-threatening events - are immediately and simultaneously delivered through multiple communication channels. To register for Webster Alerts, visit:

<http://www.webster.edu/technology/services/webster-alerts/> (<http://www.webster.edu/technology/services/webster-alerts/>).

Campus Information

The SOMA site will reopen for staff at some point, however, until we know more about classes ***please*** meet via Zoom for the Spring 1 term. *Additionally if the site does eventually open for students this term - please know students should still meet based on what is prudent for themselves.*

Instructors will post the meetings in WorldClassroom/Canvas for students to log in each week (added security measure). ***On the left side with all the hyperlinks there will be one for Zoom.***

We recommend Chrome for the browser and please mute yourself when not speaking, also only you are able to unmute yourselves in Zoom. If there are many participants it also might be wise to disengage video too (or if bad weather) if low band width messages continually appear.

Additional Items

Emerson Library: library.webster.edu

There is a live chat feature - home page, contact a librarian (middle of page, middle box): Chat with a librarian on left side (might have to scroll down a bit) - accessible 24 hours a day.

The WSBT subject librarian is:

Business & Management	Mary Anne Erwin	800-985-4279	maerwin@webster.edu
-----------------------	---------------------------------	--------------	--

Please use these excellent resources