SYLLABUS
PART I
EDISON COMMUNITY COLLEGE
IMT 114S LABOR RELATIONS
3 CREDIT HOURS

COURSE DESCRIPTION
Overview of labor management relations in union environments. Following a review of the development of labor unions and labor legislation in the United States, the negotiation process is explained. Emphasis of the course is then directed toward a review of the basic provision of a labor contract.

COURSE GOALS
The student will:

1.	Understand the purpose of basic contract language.
2.	Interpret the importance of consistent treatment of employees.
3.	Understand the importance of bargaining fairly and ethically with labor representatives.
4.	Understand the need for a basic discipline procedure.
5.	Understand the need of complete information in the supervisor's grievance report for future reference in the steps of the grievance procedure.
6.	Justify the positive role played by unions in American history.
7.	Justify the need for cooperation between union and management in today's business world.

CORE VALUES
The Core Values are a set of principles which guide in creating educational programs and environments at Edison. They include communication, ethics, critical thinking, human diversity, inquiry/respect for learning, and interpersonal skills/teamwork. The goals, objectives, and activities in this course will introduce/reinforce these Core Values whenever appropriate.

TOPIC OUTLINE
1. Labor Relations: An Overview
2. Historical Evolution
3. Union Behavior and Membership
4. Union Structure and Government
5. Management Organization and Policy
6. Legal Framework
7. Establishing the Bargaining Relationship
8. Bargaining Table Strategy and Tactics
9. Strikes and Dispute Resolution
10. Wages and Salaries
11. Employee Benefits
12. Institutional Issues
13. Administrative Issues
14. Grievance Procedure
15. Arbitration
16. Public Sector
17. Special Areas
18. International
19. Future Trends