

The University of Texas at El Paso

MGMT 3315 Employee and Labor Relations – Spring 2023

Time: Tuesday & Thursday 10:30 a.m. – 11:50 a.m.

Room: COBA 326

Office Hours: Tuesday & Thursday 9:00am to 10:15am. COBA 314. You may also schedule as needed.

Instructor: Thomas Cerecedes, MBA, MAHR

Phone: 915-600-0167

Email: tecerecedes2@utep.edu

Required Text: Labor Relations – Striking a Balance: 6th Edition; John W. Budd

Course Description:

This course will dive into traditional and modern employee and labor relations practices within non-union and union corporate and bureaucratic environments. It begins with an exploration into how traditional labor processes work, how unions are organized, how contracts are negotiated, and how disputes and grievances are resolved. Practical case reviews and scenarios will be presented where you will have the opportunity to apply critical thinking and analysis into navigating the complexities of balancing employment relationships. You will also familiarize yourself with HR strategies in support of internal and external client groups and stakeholders to effectively strike a balance between corporate ambition (i.e., performance index, production schedule) and labor output (i.e., punitive measures, people factor). Finally, a modern view of 21st century unionized workplaces will be discussed where company and union are transitioning from adversaries to employment partnerships.

Learning Objectives:

The course aims to introduce and enhance your knowledge in the HR functional area of employee and labor relations in an engaging, current, and relevant manner. As a course within business administration at the university level, we expect students to be exposed to such issues as critical thinking, business analysis, career planning, business communication basics, and other professional development topics. Objectives include:

1. Understand the genesis of traditional labor relations practices and its impact on contemporary employment relationships.
2. Acquire the necessary skills and knowledge to understand, interpret, and analyze employee and labor relations theories and practices.
3. Appreciate the context of Human Resources and the employee and labor relations function from both an academic and a practitioner perspective.
4. Engage in thoughtful discussion and business analysis of issues involving human resources and its impactful support across all functional areas of business.

The University of Texas at El Paso

MGMT 3315 Employee and Labor Relations – Spring 2023

- 5. Acquire knowledge of workplace regulatory and legal boundaries to effectively implement employee and labor strategies.

Activities and Grades:

With an HR Business Partner perspective, students will engage in class discussions related to effectively navigating the Employee and Labor Relations complexities in non-union and union environments. Written assignments will be on end of chapter Reflection Questions to engage students critical thinking and concise position on current Employee & Labor Relation events. Exams will focus on in-class case discussions and key terms within each chapter that are still commonplace in the workplace and are critical in continued HR higher education and professional certifications.

The final grade will be determined as follows:

Assignments:

Reflection Questions 10 Assignments (20 pts. each)	200 pts.
Exam #1:	100 pts.
Exam #2:	100 pts.
<u>Exam #3 Final:</u>	<u>200 pts.</u>
Total pts. Possible:	600 pts.

A = 540 – 600

B = 480 – 539

C = 420 – 479

D = 360 - 419

F = 359 – 0

Class Policies:

The instructor and students will closely adhere to the following policies:

Class Expectations: Think professional work environment. Be intrigued, thoughtful and respectful towards others. Limit potential classroom distractions. Keep electronic devices on silent.

Health: For the health and safety of all students and the instructor, please feel free to wear a mask in class. If you have not yet been vaccinated, please take advantage of the free vaccination programs throughout El Paso.

Syllabus: You must review the syllabus carefully and understand all class components.

Class Safety: It's essential to enter and exit the class in an orderly fashion without crowding around entrances and blocking the flow of students in and out of their seats. Note the closest

The University of Texas at El Paso

MGMT 3315 Employee and Labor Relations – Spring 2023

emergency exits. In case of emergency, please exit quickly and quietly from the class. The instructor will provide clear directions if such an emergency arises.

Attendance: Attendance and participation is valued and important in this class, just as it is in the workplace. Exam material will be based on in-class lectures and assignments.

As Per University Policy: “When in the judgement of the instructor, a student has been absent to such a degree as to impair his or her status relative to credit for the course, the instructor can drop the student from the class with a W before the course drop deadline or with a grade of F after the course drop deadline.”

Make-up Exams/Assignments: Make-up exams and missed assignments are possible with an approved medical excuse only. You must send the instructor an official note from your physician in English (on official letterhead with the physician’s contact information) justifying your failure to complete an exam within seven business days from the exam date. It is entirely up to the instructor to approve make-up exams.

Academic Dishonesty: “Any student who commits an act of scholastic dishonesty is subject to discipline. Proven violations of the detailed regulations, as printed in the Handbook of Operating Procedures and available in the Office of the Dean of Students, may result in sanctions ranging from disciplinary probation, to failing grades on the work in question, to failing grades in the course, to suspension or dismissal, among others.”

Copyright Statement: The materials provided by the instructor in this course are for the use of the students enrolled in the course. Copyrighted course materials may not be further disseminated. Learn more about copyright law and restrictions at: <http://libguides.richmond.edu/copyright> (Links to an external site.)

Blackboard: Access Blackboard (Bb) frequently for announcements and other course material. Sometimes, I may send important/critical information via e-mail. So be sure to 1) have a UTEP e-mail address and 2) check your e-mail at least once daily. You are responsible for frequently accessing your e-mail account and Bb to check for any and all messages and announcements. Unfortunately, I may not be able to send any broadcast (i.e., to the entire class) e-mail messages to addresses outside the UTEP (i.e., outside the miners) domain.

COVID and Illness Precautions: If you have tested positive for COVID you are encouraged to report your results to covidaction@utep.edu, so that the Dean of Students Office can provide you with support and help with communication with your professors. As with COVID and other potentially contagious illnesses, it is important to follow all instructions that you receive as part of the diagnosis, including isolation and staying at home until a negative test is produced and/or your medical provider clears you to return to the classroom. Please contact your instructor for any accommodations needed during your time of absence from the classroom.

If you feel you may have a disability that requires accommodations, contact the Disabled Student Services Office at 915-747-5148, go to the Union Building East, Room 106, or email dss@utep.edu.

TENTATIVE CLASS SCHEDULE / TOPIC DISCUSSION

	Date	Subject	Topic	Assignments*
Week 1	T January 17 R January 19	Chapter 1 Chapter 1	Ch 1: Contemporary Labor Relations: Objectives, Practices, and Challenges	Ch 1: Reflection Question #1
Week 2	T January 24 R January 26	Chapter 2 Chapter 2	Ch 2: Labor Unions: Good or Bad?	Ch 2: Reflection Question #5
Week 3	T January 31 R February 2	Chapter 3 Chapter 3	Ch 3: Historical Development	Ch 3: Reflection Question #1
Week 4	T February 7 R February 9	Chapter 4 Chapter 4	Ch 4: Labor Law	Ch 4: Reflection Question #5
Week 5	T February 14 R February 16	Review Ch 1 - 4 Exam #1 Ch 1 - 4		
Week 6	T February 21 R February 23	Chapter 5 Chapter 5	Ch 5: Labor and Management: Strategies, Structures, and Constraints	Ch 5: Reflection Question #5
Week 7	T February 28 R March 2	Chapter 6 Chapter 6	Ch 6: Union Organizing	Ch 6: Reflection Question #3
Week 8	T March 7 R March 9	Chapter 7 Chapter 7	Ch 7: Bargaining	Ch 7: Reflection Question #1
Week 9	March 13 - 17	Spring Break		
Week 10	T March 21 R March 23	Chapter 8 Chapter 8	Ch 8: Impasses, Strikes, and Dispute Resolution	Ch 8: Reflection Question #2
Week 11	T March 28 R March 30	Review Ch 5 - 8 Exam #2 Ch 5 - 8		
Week 12	T April 4 R April 6	Chapter 9 Chapter 9	Ch 9: Contract Clauses and Their Administration	Ch 9: Reflection Question #1
Week 13	T April 11	Chapter 10	Ch 10: The Evolving Nature of Work	Ch 10: Reflection Question #2

The University of Texas at El Paso

MGMT 3315 Employee and Labor Relations – Spring 2023

	R April 13	Chapter 10		
Week 14	T April 18 R April 20	Chapter 11 Chapter 12	Ch 11: Globalization and Financialization Ch 12: Comparative Labor Relations	
Week 15	T April 25 R April 27	Chapter 13	Ch 13: What Should Labor Relations Do?	
Week 16	T May 2 R May 4	Chapter 13 Course Review	Ch 13: What Should Labor Relations Do?	
Week 17	T May 9	Exam #3 Final		

- Reflection questions are written case analysis assignments due by end of class on Thursdays. Paragraphs should be concise half to one full page, single spaced, handwritten or typed (Use professional fonts such as Arial or Times New Roman size 11 or 12 pt. size). Paraphrase the case and identify the issue or opportunity. Considering course terminology, note any rules, regulations and/or any ethical considerations that potentially impact the issue or opportunity. State your position and list out the benefits to the individual or organization. Finally, be direct about your solution and offer any recommendations if any.