



**Employee and Labor Relations  
MGMT 4306.110 Online  
Spring Semester 2021**

**COURSE OVERVIEW AND INSTRUCTOR CONTACT INFORMATION**

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**E-mail:** [lgarner@tamuct.edu](mailto:lgarner@tamuct.edu) (use canvas course messaging for all class related communication)

**Virtual Office Hours:** Wednesday 1:00pm-3:00pm, on WebEx or by appointment. Call Melanie Mason at 254.501.5944 or [m.mason@tamuct.edu](mailto:m.mason@tamuct.edu) to set an appointment.

**College of Business Administration Information:**

COBA Main Phone Number: 254-519-5437

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**a. Method of Instruction and course access:** This course is a 100% online course via TAMUCT's Canvas Learn system (<https://canvas.instructure.com>). ***An online course offers great flexibility but only students with strong self-discipline can enjoy the benefit and succeed in passing the course.*** Students often find an online course more time consuming than a traditional face-to-face course. Specific guidelines for taking an online course using TAMUCT's Canvas classroom are available under the "Modules" tab on the left-hand menu (then click "Orientation"). **Note:** *Technology issues are not an excuse for missing a course requirement or deadline – make sure your computer is configured correctly and address issues well in advance of deadlines.*

Specific technical guidelines for using online course materials in TAMUCT's Canvas classroom are available below in the "**TECHNOLOGY REQUIREMENTS AND SUPPORT**" section and under the "Home" tab on the left-hand panel (course menu) when you log into the classroom.

- Tutorials for using Canvas can be found under the "Canvas Help" tab in the online classroom.
- To check browser specifications: <https://community.canvaslms.com/docs/DOC-10720-67952720329>
- To check computer specifications: <https://community.canvaslms.com/docs/DOC-10721-67952720328>

It will be essential that you have a familiarity with the use of Adobe Acrobat Reader, Power Point, Microsoft Word, the Internet, copying and pasting information and attaching documents at a minimum.

**TECHNOLOGY REQUIREMENTS AND SUPPORT**

**Technology Requirements**

This course will use the A&M-Central Texas Instructure Canvas learning management system. **We strongly recommend the latest versions of Chrome or Firefox browsers. Canvas no longer supports any version of Internet Explorer.**

Logon to A&M-Central Texas Canvas [<https://tamuct.instructure.com/>] or access Canvas through the TAMUCT Online link in myCT [<https://tamuct.onecampus.com/>]. You will log in through our Microsoft portal.

Username: Your MyCT email address. Password: Your MyCT password

### **Canvas Support**

Use the Canvas Help link, located at the bottom of the left-hand menu, for issues with Canvas. You can select “Chat with Canvas Support,” submit a support request through “Report a Problem,” or call the Canvas support line: 1-844-757-0953.

For issues related to course content and requirements, contact your instructor.

### **Online Proctored Testing**

A&M-Central Texas uses Proctorio for online identity verification and proctored testing. This service is provided at no direct cost to students. If the course requires identity verification or proctored testing, the technology requirements are: Any computer meeting the minimum computing requirements, plus web camera, speaker, and microphone (or headset). Proctorio also requires the Chrome web browser with their custom plug in.

### **Other Technology Support**

For log-in problems, students should contact Help Desk Central

24 hours a day, 7 days a week

Email: [helpdesk@tamu.edu](mailto:helpdesk@tamu.edu)

Phone: (254) 519-5466

[Web Chat](http://hdc.tamu.edu): [<http://hdc.tamu.edu>]

*Please let the support technician know*

**b. Student/Professor Email:** I am accessible through Canvas Inbox, which I check several times a day during the week and usually once a day on weekends. I will try to get back to you within 24 hours during the week and within 36 hours during the weekend. Do not use my TAMUCT email for course related matters. Please provide in the subject line of each Canvas Inbox message the course information “MGMT 4306” so that I can identify your class.

### **WARRIOR SHIELD**

#### **Emergency Warning System for Texas A&M University-Central Texas**

Warrior Shield is an emergency notification service that gives Texas A&M University-Central Texas the ability to communicate health and safety emergency information quickly via email, text message, and social media. All students are automatically enrolled in Warrior Shield through their myCT email account.

Connect to Warrior Shield by [911Cellular](https://portal.publicsafetycloud.net/Account/Login) [<https://portal.publicsafetycloud.net/Account/Login>] to change where you receive your alerts or to opt out. By staying enrolled in Warrior Shield, university officials can quickly pass on safety-related information, regardless of your location.

### **COVID-19 SAFETY MEASURES**

To promote public safety and protect students, faculty, and staff during the coronavirus pandemic, Texas A&M University-Central Texas has adopted policies and practices to

minimize virus transmission. All members of the university community are expected to adhere to these measures to ensure their own safety and the safety of others. Students must observe the following practices while participating in face-to-face courses, course-related activities (office hours, help sessions, transitioning to and between classes, study spaces, academic services, etc.) and co-curricular programs:

- Self-monitoring—Students should follow CDC recommendations for self-monitoring. Students who have a fever or exhibit symptoms of COVID-19 should participate in class remotely and should not participate in face-to-face instruction. Students required to quarantine must participate in courses and course-related activities remotely and must not attend face-to-face course activities. Students should notify their instructors of the quarantine requirement. Students under quarantine are expected to participate in courses and complete graded work unless they have symptoms that are too severe to participate in course activities.
- Face Coverings— Face coverings must be worn inside of buildings and within 50 feet of building entrances on the A&M-Central Texas Campus. This includes lobbies, restrooms, hallways, elevators, classrooms, laboratories, conference rooms, break rooms, non-private office spaces, and other shared spaces. Face coverings are also required in outdoor spaces where physical distancing is not maintained. The university will evaluate exceptions to this requirement on a case by case basis. Students can request an exception through the Office of Access and Inclusion in Student Affairs.
  - If a student refuses to wear a face covering, the instructor should ask the student to leave and join the class remotely. If the student does not leave the class, the faculty member should report that student to the Office of Student Conduct. Additionally, the faculty member may choose to teach that day's class remotely for all students.
- Physical Distancing—Physical distancing must be maintained between students, instructors, and others in the course and course-related activities.
- Classroom Ingress/Egress—Students must follow marked pathways for entering and exiting classrooms and other teaching spaces. Leave classrooms promptly after course activities have concluded. Do not congregate in hallways and maintain 6-foot physical distancing when waiting to enter classrooms and other instructional spaces.
- The university will notify students in the event that the COVID-19 situation necessitates changes to the course schedule or modality.

## **COURSE INFORMATION**

### **1.0 Course Description**

The study of the principles of law concerning collective bargaining, labor market fundamentals, Unionism, and related issues of labor economics.

### **2.0 Course Level Objectives**

At the conclusion of the course the student should be able to, at an acceptable level per the grading scale:

Week 1 – Describe the basic features of the U.S. labor relations system such as collective bargaining, detailed union contracts, and private sector union density decline. Explain the

four distinct schools of thought about the employment relationships and be able to identify alternative methods for making workplace rules.

Week 2 – Learn what happened during the major events in U.S. labor history and why each is important.

Week 3 – Learn the major provisions of US labor laws, understand the role of the NLRB and other agencies, and be able to compare private and public sector law.

Week 4 - Learn the traditional union strategies and their alternatives as well as the organizational structure of unions.

Week 5- Learn how unions organize and tactics used by employers to weaken support for unionizing.

Week 6- Describe the bargaining process.

Week 7- Be able to describe and discuss the material learned during weeks 1-7. Learn the different types of strikes, impasses, and forms of dispute resolution and how the strengths and weaknesses of each.

Week 8-Learn how union contracts work, identify important provisions, and how grievances are resolved.

Week 9- Gain hands on experience coming up with a team negotiation plan.

Week 10- Explain the pressures for increased workplace flexibility, employee empowerment, and labor-management partnerships in the contemporary employment relationship, and strategies for implementation.

Week 11- Learn about the labor relations challenges for managers in multinational companies and strategies for representing workers in a global economy.

Week 12- Gain hands on experience negotiating a collective bargaining agreement.

Week 13- Learn to compare labor relations in a variety of countries.

Week 14- Gain experience writing memorandums to your supervisors explaining why your negotiation strategy is advantageous.

Week 15- Discuss alternative directions for corporate behaviors and labor relations public policies in the 21st century.

Week 16- Be able to describe and discuss the material learned during weeks 9-15.

## **2.1 Module Level Learning Outcomes:**

At the conclusion of the course the student should be able to (at any acceptable level per the grading scale):

1. Understand how labor relations can affect your future work environment
2. Define how the objectives of the employment relationship (efficiency, equity, and voice) relate to labor relations (striking a balance)

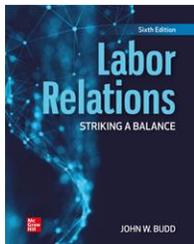
3. Be able to discuss the current pressures on the US labor relations system on both the corporate side and the labor side.
4. Be able to compare the mainstream economics, human resource management, industrial relations, and critical or Marxist industrial relations.
5. Identify alternative methods for making workplace rules that do not involve unions.
6. Compare and contrast employee representation through labor unions to other methods of workplace governance.
7. Describe the major events in U.S. labor history including the Great Uprising of 1877.
8. Identify how employers tried to stay union-free in the early 1900s.
9. Discuss how workers have tried to form unions throughout U.S. history and the influences on their successes and failures.
10. Understand the major provisions of the Wagner Act, Taft-Hartley Act, and Landrum-Griffin Act.
11. Understand the role of the National Labor Relations Board and similar agencies.
12. Be able to compare the similarities and differences between private and public sector labor law.
13. Identify the current criticisms of U.S. labor law and possible directions for reform.
14. Be able to describe the following traditional union strategies: business unionism, job control unionism, and the servicing model.
15. Be able to describe the following alternative union strategies: social unionism, employee empowerment unionism, and the employment model.
16. Understand the organizational structure of unions and the labor movement in the United States.
17. Discuss the range of possible management strategies toward labor unions and how they relate to human resource strategies and business strategies.
18. Understand how new unions are formed through the organizing process.
19. Be able to describe the election process.
20. Discuss how employers and unions try to weaken or strengthen union support in the workplace.
21. Understand the various steps and stages of the bargaining process.
22. Discuss the pressures for changing from traditional to integrative bargaining and why this is difficult.
23. Identify and explain the different options for resolving bargaining disputes and impacts.
24. Identify the different types of strikes and lockouts and how they are used.
25. Compare and contrast mediation, arbitration, and fact-finding.
26. Understand the nature of U.S. union contracts and be able to explain important contractual provisions.
27. Discuss the process for how grievances are resolved.
28. Discuss the pressures for increased flexibility, empowerment, and labor-management partnerships.
29. Describe the conflicts between flexibility, empowerment, and labor-management partnerships on the one hand, and the traditional U.S. model of job control unionism on the other.
30. Understand the debates over nonunion employee representation.
31. Discuss the key elements of globalization and how they affect the employment relationship and labor relations.
32. Explain various strategies for representing workers in a global economy.
33. Understand the labor relations challenges for managers in multinational companies.
34. Understand the basic features of labor relations systems in: Canada, Mexico, Great Britain, Ireland, France, Germany, Sweden, Eastern Europe, Australia, New Zealand, Japan, and developing Asian countries.

35. Understand various options in labor relations systems for reacting to the pressures of globalization, decentralization, and flexibility while trying to balance efficiency, equity and voice.
36. Discuss alternative directions for corporate behaviors in the 21st century.
37. Identify alternative directions for labor relations public policies in the 21st century.
38. Understand strategic management and leadership issues pertaining to labor relations for managers and union leaders in the 21st century.

*Objectives Disclaimer: The above are simply the focus areas, but they are by no means the only areas where Quiz, Paper or Exam questions may come from. All material in the text and anything discussed in lecture is fair game.*

### 3.0 Textbook and Required Materials

#### TEXTBOOK



**Labor Relations: Striking a Balance:** John W Budd, 6<sup>th</sup> Ed, ISBN: 126051188x. This is a loose-leaf version of the text with Connect access to complete online assignments that is being carried by our bookstore. The hardbound text with Connect would be over \$300. You can purchase just the Connect, which allows access to the e-text as well straight from McGraw-Hill for \$125, it appears –

<https://www.mheducation.com/highered/product/labor-relations-striking-balance-budd/M9781260260502.html>.

Note: A student of this institution is not under any obligation to purchase a textbook from a university-affiliated bookstore. The same textbook may also be available from an independent retailer, including an online retailer.

#### Other Instructional Materials

##### *Reference Guide for Professional Writing*

American Psychological Association. (2010). Publication manual of American Psychological Association (6th ed.). Washington, D.C. (ISBN-13: 978-1-4338-0561-5).

- Proper citation, both in-text and references, are a critical part of academic writing.
- Proper citation involves diligent research of relevant previous work from credible sources, accurate representation of those credible sources, and proper attribution to those sources (i.e. giving credit where credit is due).
- Hence, in this course you are required to properly cite your sources, in-text and in a reference list, for all assignments. The APA guideline listed above will help you generate a consistent format of citations and references.

#### Equipment

A properly configured computer, per the previous technology requirements section above in this syllabus, with speakers or a headset (to listen to audio/video files), reliable Internet access, MS Word, Adobe Acrobat Reader, and Power Point.

#### Articles

For these, good Internet access, MS Word, and Adobe Acrobat for pdf files are required.

## Instructional Software

Both normal power point slide notes and audio presentations of my lectures for that chapter, in Canvas in the relevant (weekly) modules. The lectures are very large files but do open quickly generally.

## COURSE REQUIREMENTS

*The assessments below will measure the applicable Course Learning Objectives (CLOs) and Weekly Learning Outcomes (WLOs) stated above. In some instances, a particular outcome may be assessed by multiple methods, ex. homework and an exam question.*

**General Note: Use APA-style citations** to cite the sources of your information in all assignment submissions. If you are unacquainted with APA citation style, the reference guide (listed in 2. Instructional Materials) above is helpful for writing and citation. **All assignments must be submitted in .doc or .docx format.**

### **Late Work Penalties:**

1. McGraw Connect Homework & Quizzes – Late Assignments are accepted up to three days after the due date but, will lose 10% per day.
2. Discussions – Late Discussions are accepted up to three days after the due date but will lose 10% per day.
3. Collective Bargaining Simulation Website Quiz: No late submissions are accepted.
4. If you fail to take an exam without notifying me *PRIOR TO* the exam, you can score no higher than the lowest grade a class member received who took it on time and only if I feel the excuse warrants allowing a make-up. \*

*Below, you will find summary information concerning assignments and exams. Assignments details are outlined in Appendices to this syllabus.*

1. **Exams –400 points (200 Points each)**–There will be a **midterm** exam covering Chapters 1-7 and a **final** exam covering Chapters 8-13.
  - a. The midterm exam will be open from Thu, Mar 4<sup>th</sup> at 12:01 AM (00:01) through Sunday, Mar 7<sup>th</sup> at midnight (23:59).
  - b. • The final exam will be open from Sunday, May 9<sup>th</sup> at 12:01 AM (00:01) through Wednesday, May 12<sup>th</sup> at midnight (23:59).
  - c. • You can access exams when the window opens by clicking on Module in Canvas, and then on Week 7 and Week 16 respectively. Please note that the links for the tests may not show up until the test is scheduled. **Check the syllabus calendar for dates and availability windows.**
  - d. **These are timed exams. You will have 2.0 hours to complete the exam.**
  - e. **These exams will also be electronically proctored. Upon opening the exam your browser will be locked and allow the use of one screen only.**
  - f. **Late submissions: grades will be reduced by 20% per day late.**
2. **Cases** – You will be tasked to analyze seven labor relations cases and respond with your analysis. These are each worth **20 points each (140 points total)**
3. **3. Connect Homework & Quizzes – 240 total points** (10 Points each HW & 10 points each Quiz) – Each week you will utilize Connect to complete Homework (“HW”) questions and quizzes related to the chapter(s) covered that week. We cover 13

chapters, but you will only be grade on 2-13. They do come with short time limitations, so you need to be very familiar with the content prior to taking them. There are minimal hint/answer checks programmed in. *Taken together, these assess all CLOs and will generally be due on Saturdays. Grading: Answers are either right or wrong. Connect gives you immediate grade feedback on each of the quizzes and exercises. Late submissions of quizzes will be reduced by 10% per day late.*

4. **Discussions – 25 points (5 points each)** – Prior to Week 7 when you begin working in teams, you will have the opportunity to get to know one another and share thoughts concerning various employee and labor relations concepts, events, and issues. In order to receive full credit for each discussion, you must at **least (1) submit a thoughtful original post and, in a separate post (2) reply to another student's post.**
5. **Collective Bargaining Simulation Website Quiz** – This quiz will contain a few T/F and multiple-choice questions about the Collective Bargaining Simulation Website. You will find the link for the quiz in the Week 8 Module (Click on the “Modules” link on the Canvas course menu.) You may reference the website during the quiz. You may take it as many times as you need before the due date until you get the perfect score. There is no reason not to get a perfect score. This quiz is to test how well you have read the website and understand the material that has been posted on the website. **See the Schedule for due date.** *This assignment assesses CLO 8, 9, 12, and 16. Grading: A student can do this assignment until 1900% is achieved.*
6. **Collective Bargaining Simulation – 195 points** – Students will participate in the collective bargaining simulation known as “The Zinnia and Service Workers Local H-56.” In this simulation, students will be put into small groups of between 2-4 students and will represent either the Zinnia or Service Workers Local H-56 as they engage in collective bargaining. A brief introduction to the exercise can be found in Appendix D of your textbook and even more information can be found at [www.thezinnia.com](http://www.thezinnia.com).

Students will be required to do the following actions and submit the following:

- 1) Each team must submit a negotiation plan.
- 2) The teams should negotiate for at least two weeks. Each member should contribute to the actual negotiations with the other team (to avoid some members contributing to just the negotiation plan and then doing nothing for two weeks).
- 3) Each team member must submit team contract input for the team contract outlining that student's input for team member roles, team deadlines, team rules, and the team's plan B (should things go awry in the team).
- 4) Each team member must submit an individual draft of that student's input for the negotiation. This serves as evidence that each member is contributing to the negotiation planning, and it gives the team material to work from when creating the draft and final version of the negotiation plan.
- 5) Each team must submit a final paper detailing the negotiations process and final agreement (if any) or write a paper explaining why they went on strike to their boss.
- 6) Each team must submit a final paper detailing the negotiations process and final agreement (if any) or write a paper explaining why they went on strike to their boss. Each member should contribute to that final paper (I recommend having the team label who wrote what in the final paper).
- 7) Each student must write a peer evaluation of their fellow teammates. If you are on a team where one member does not respond or does not participate, please let me know ASAP!
- 8) ***More information will be provided closer to the simulation and in the Simulation assignment, in Canvas.***

**\*\*\*\*\* Every student must participate in the Collective Bargaining Simulation. \*\*\*\*\***

**Please schedule around the available time window.** If there is an unavoidable conflict, you must let me know *ahead of time*, not after. You cannot retake the exam or reschedule the exam after the fact unless you have documentation of an extenuating circumstance outside of your control. Make-up exams, if permitted, will be an entirely different structure (all essay), as it is important to contact me before the exam. *If you fail to take an exam without notifying me prior to the exam window, you can score no higher than the lowest grade a class member received who took it on time and only if I feel the excuse warrants allowing a make-up.*

**Exams are not easy** and will be comprised of multiple choice and T/F questions. Plan for “long” exams since you will be tested over 6 or 7 chapters at a time and I want to make sure to cover the important material. You will have 120 minutes to complete each online examination. Given the time constraints, I highly suggest that you study hard before the test because you will not have time to look all the answers up. You may use your text, personal notes, and anything I put in Canvas to assist you, but ***you may not use another person’s help or the internet. Googling is cheating! Cutting and pasting from the internet is cheating!*** Follow exam instructions closely and watch the clock as your answers will “auto-submit” once time has expired. As stated previously, the exam will be proctored, and your browser will be locked.

**PLEASE NOTE:** All assignment & exam due dates and times are for the Central Time Zone. Therefore, if you travel to another time zone, you must still turn in all assignments at the correct time for the Central Time Zone and not the time zone you are in at that moment. You are responsible for making sure that you make all your deadlines when traveling.

It is vital for business success to be able to communicate courteously and professionally, as saying the wrong things to the wrong person can ruin one’s career, thus we have CLO #16. As such, I reserve the right to reduce the grade of a student who communicates in a grossly unprofessional manner (email, classroom, Canvas, etc.) with respect to another student or myself. We can disagree with one’s view or judgment, but we must learn how to do so respectfully in order to maintain employment and be successful in business today.

***Disrespectful communication in class & team interactions, course messaging, email, or communications using other communication modes & platforms can result in a lower grade and, if severe enough, will be reported to the University for action consistent with University policy (see section below: University Policies).***

**GRADES and GRADING Calculations:**

<b>Grading Criteria Rubric and Conversion to Letter Grade Graded Coursework</b>	<b>Points/Percentage Weight</b>
Exams (Mid-term & Final)	400 points
Cases (7 @ 10pts)	70 points
Connect Assignments (12 exercises / 12 quizzes)	240 Points
Discussions (5 @ 5 points each)	25 Points
Collective Bargaining Simulation	95 Points
<b>TOTAL</b>	<b>1000 Points</b>

**Grading Scale and Adjustments:** *Note the C, D, and F ranges*

- 900 -1000 = A – Excellent
- 800 – 899 = B – Good
- 700 - 799 = C – Acceptable
- 600 - 699 = D – Needs Improvement
- 600 or less = F - Unacceptable

**Posting of Grades**

- Generally, assignment feedback and grades will be available in Canvas under the “Grades” tab, allowing you to monitor your progress during the semester.
- I endeavor to give you feedback within a week of due dates, though in exam weeks this may vary somewhat.
- Grades may also be adjusted at the end of the semester based on class results. This means that an average may qualify for a higher letter grade than the scale normally provides for, to facilitate an appropriate grade distribution.

**Copyright Notice**

Students should assume that all course material is copyrighted by the respective author(s). Reproduction of course material is prohibited without consent by the author and/or course instructor. Violation of copyright is against the law and Texas A&M University-Central Texas’ Code of Academic Honesty. All alleged violations will be reported to the Office of Student Conduct.

**COURSE OUTLINE AND CALENDAR**

The following course schedule is provided to assist you in keeping up to date in your studies and in completion of your assignments. Note that changes to the schedule and to assignments may occur during the semester. I will let you know as far in advance as possible of any changes.

**Class Week:** Our class week begins on Mondays.

All Assignments are due as stated below. Pay attention, as there are multiple things due many weeks and all times are for Central Standard Time.

**COURSE OUTLINE AND CALENDAR**

The following course schedule is provided to assist you in keeping up to date in your studies and in completion of your assignments. Note that changes to the schedule and to assignments may occur during the semester. I will let you know as far in advance as possible of any changes.

**Class Week:** Our class week begins on Mondays.

All Assignments are due as stated below. Pay attention, as there are multiple things due many weeks and all times are for Central Standard Time.

**Class Schedule:**

Week	Dates	Topic/Activity	Assignments & Due Dates (23:59 CST)
1	Jan 19-24	Read Syllabus, Read and Listen to Ch. 1 Contemporary Labor Relations	Connect HW & Quiz <b>due Sunday by 23:59 (CLO 1)</b> Discussion 1 (Introductions) <b>due by Sunday by 23:59 (CLO16)</b>
2	Jan 25-31	Read and Listen to Ch. 2 Labor Unions: Good or Bad Read and Listen to Ch. 3 Historical Development	Connect HW & Quiz <b>due Sunday by 23:59 (CLO 2)</b> Discussion 2 <b>due by Sunday by 23:59 (CLO16)</b>
3	Feb 1-7	Read and Listen to Ch. 4 Labor Law	Connect HW & Quiz <b>due Sunday by 23:59 (CLO 3)</b>
4	Feb 8-14	Read and Listen to Ch. 5 Labor and Management: Strategies, Structures, and Constraints	Connect HW & Quiz <b>due Sunday by 23:59 (CLO 4)</b> Case #1 <b>due by Sunday</b> Discussion 3 <b>due by Sunday by, 23:59 (CLO 6)</b>
5	Feb 15-21	Read and Listen to Ch. 6 Union Organizing	Connect HW & Quiz <b>due Sunday 23:59 (CLO 5)</b> Discussion 4 <b>due by Sunday by, 23:59 (CLO 6)</b>
6	Feb 22-28	Read and Listen to Ch. 7 Bargaining	Connect HW & Quiz <b>due Sunday by 23:59 (CLO 6)</b> Case #2 <b>due by Sunday</b> Post team membership preferences (if any) <b>by Sunday, 23:59 (CLO 16)</b>
7	Mar 1-7	<b>Midterm: Covers Chapters 1-7</b>	<b>Mid-Term due Sunday by 23:59</b> <b>Discussion 5 due by Sunday by, 23:59 (CLO 6)</b>
8	Mar 8-14	Read and Listen to Ch. 8 Impasses, Strikes, and Dispute Resolution  Work on your Team Negotiation Plan (CLO 9)	Connect HW & Quiz <b>due Sunday by 23:59 (CLO 7 &amp; 8)</b> Case #3 <b>due by Sunday by, 23:59 (CLO</b> Zinnia Simulation Website Quiz <b>due by Sunday, by 23:59 (CLO 12)</b>
	Spring Break		
9	Mar 22-28	Read and Listen to Ch. 9 Contract Clauses and Their Administration Work on your Team Negotiation Plan.	Connect HW & Quiz <b>due Sunday by 23:59 (CLO 7 &amp; 8)</b> Case #4 <b>due by Sunday</b> Team Contract <b>due by Sunday</b>
10	Mar 29- Apr 4	Read and Listen to Ch. 10 Flexibility, Empowerment, and Partnership Work with your team to make any necessary changes to your Team Negotiation Plan.	Connect HW & Quiz <b>due Sunday by 23:59 (CLO 10)</b> Team Negotiation Plan is <b>due by Sunday, by 23:59 (CLO 9)</b>

Week	Dates	Topic/Activity	Assignments & Due Dates (23:59 CST)
11	Apr 5-11	Read and Listen to Ch. 11 Globalization Work on your Collective Bargaining Simulation (CLO 12) - begin negotiations with the other team.	Connect HW & Quiz <b>due Sunday by 23:59 (CLO 11)</b> Case #5 due by <b>Sunday</b>  Zinnia Exercise Negotiations Begin
12	Apr 12-18	Work on your Collective Bargaining Simulation (CLO 12) - begin negotiations with the other team. Work on your Collective Bargaining Simulation. You should be getting close to finalizing your Collective Bargaining Agreement final terms with the other team this week.	Case #6 due by <b>Sunday</b>  Zinnia Exercise Negotiations ongoing
13	Apr 19-25	Read and Listen to Ch. 12 Comparative Labor Relations  Collective Bargaining ceases on Sunday. If you and your opposing team have not reached an agreement as to ALL the terms of your collective bargaining agreement, you are deemed to have gone on Strike at 23:59.	Connect HW & Quiz <b>due Sunday by 23:59 (CLO 13)</b> Collective Bargaining Simulation negotiations end <b>by Sunday, 23:59 (CLO 12)</b>  The Peer Evaluation link (CLO 16) will be posted this week
14	Apr 26- May 2	Read and Listen to Ch. 13 What Should Labor Relations Do? Work on your Team Collective Bargaining Papers Complete Peer Evaluations.	Connect HW & Quiz <b>due Sunday by 23:59 (CLO 13)</b>
15	May 3-9		Team Collective Bargaining Papers and Peer Evaluations are <b>due by Sunday, by 23:59 (CLO 12)</b> Case #7 <b>due by Sunday</b>
16	May 10-14	<b>Final Exam: Covers Ch. 8-13</b>	<b>FINAL EXAM Opens at 12:01 AM (00:01) on Tuesday and will close on Thursday at 23:59.</b>

Week	Dates	Topic/Activity	Assignments & Due Dates (23:59 CST)
Post-Course		<b>Have you registered for Next Semester classes?</b>	

\* Changes to this schedule and to assignments could occur during the semester. I will let you know as far in advance as possible about any changes.

**Important University Academic Dates:**

See Academic Calendar on University Website.

<https://www.tamuct.edu/registrar/docs/2020-2021-academic-calendar.pdf>

**UNIVERSITY RESOURCES, PROCEDURES, AND GUIDELINES**

**Drop Policy**

If you discover that you need to drop this class, you must complete the [Drop Request](#) Dynamic Form through Warrior Web.

[<https://dynamicforms.ngwebsolutions.com/casAuthentication.ashx?InstID=eaed95b9-f2be-45f3-a37d-46928168bc10&targetUrl=https%3A%2F%2Fdynamicforms.ngwebsolutions.com%2FSu bmit%2FForm%2FStart%2F53b8369e-0502-4f36-be43-f02a4202f612j>].

Faculty cannot drop students; this is always the responsibility of the student. The Registrar’s Office will provide a deadline on the Academic Calendar for which the form must be completed. Once you submit the completed form to the Registrar’s Office, you must go into Warrior Web and confirm that you are no longer enrolled. If you still show as enrolled, FOLLOW-UP with the Registrar’s Office immediately. You are to attend class until the procedure is complete to avoid penalty for absence. Should you miss the drop deadline or fail to follow the procedure, you will receive an F in the course, which may affect your financial aid and/or VA educational benefits.

**Academic Integrity**

Texas A&M University -Central Texas values the integrity of the academic enterprise and strives for the highest standards of academic conduct. A&M-Central Texas expects its students, faculty, and staff to support the adherence to high standards of personal and scholarly conduct to preserve the honor and integrity of the creative community. Academic integrity is defined as a commitment to honesty, trust, fairness, respect, and responsibility. Any deviation by students from this expectation may result in a failing grade for the assignment and potentially a failing grade for the course. Academic misconduct is any act that improperly affects a true and honest evaluation of a student’s academic performance and includes, but is not limited to, working with

others in an unauthorized manner, cheating on an examination or other academic work, plagiarism and improper citation of sources, using another student's work, collusion, and the abuse of resource materials. All academic misconduct concerns will be referred to the university's Office of Student Conduct. Ignorance of the university's standards and expectations is never an excuse to act with a lack of integrity. When in doubt on collaboration, citation, or any issue, please contact your instructor before taking a course of action.

For more [information regarding the Student Conduct process](https://www.tamuct.edu/student-affairs/student-conduct.html), [<https://www.tamuct.edu/student-affairs/student-conduct.html>].

If you know of potential honor violations by other students, you may [submit a report](https://cm.maxient.com/reportingform.php?TAMUCentralTexas&layout_id=0), [[https://cm.maxient.com/reportingform.php?TAMUCentralTexas&layout\\_id=0](https://cm.maxient.com/reportingform.php?TAMUCentralTexas&layout_id=0)].

### **Academic Accommodations**

At Texas A&M University-Central Texas, we value an inclusive learning environment where every student has an equal chance to succeed and has the right to a barrier-free education. The Office of Access and Inclusion is responsible for ensuring that students with a disability receive equal access to the university's programs, services and activities. If you believe you have a disability requiring reasonable accommodations please contact the Office of Access and Inclusion, WH-212; or call (254) 501-5836. Any information you provide is private and confidential and will be treated as such.

For more information please visit our [Access & Inclusion](https://tamuct.instructure.com/courses/717) Canvas page (log-in required) [<https://tamuct.instructure.com/courses/717>]

### **Important information for Pregnant and/or Parenting Students**

Texas A&M University-Central Texas supports students who are pregnant and/or parenting. In accordance with requirements of Title IX and related guidance from US Department of Education's Office of Civil Rights, the Dean of Student Affairs' Office can assist students who are pregnant and/or parenting in seeking accommodations related to pregnancy and/or parenting. Students should seek out assistance as early in the pregnancy as possible. For more information, please visit [Student Affairs](https://www.tamuct.edu/student-affairs/index.html) [<https://www.tamuct.edu/student-affairs/index.html>]. Students may also contact the institution's Title IX Coordinator. If you would like to read more about these [requirements and guidelines](http://www2.ed.gov/about/offices/list/ocr/docs/pregnancy.pdf) online, please visit the website [<http://www2.ed.gov/about/offices/list/ocr/docs/pregnancy.pdf>].

Title IX of the Education Amendments Act of 1972 prohibits discrimination on the basis of sex and gender—including pregnancy, parenting, and all related conditions. A&M-Central Texas is able to provide flexible and individualized reasonable accommodation to pregnant and parenting students. All pregnant and parenting students should contact the Associate Dean in the Division of Student Affairs at (254) 501-5909 to seek out assistance. Students may also contact the University's Title IX Coordinator.

### **Tutoring**

Tutoring is available to all A&M-Central Texas students, on a remote online basis. Visit the Academic Support Community in Canvas to view schedules and contact information. Subjects

tutored on campus include Accounting, Advanced Math, Biology, Finance, Statistics, Mathematics, and Study Skills. Tutors will return at the Tutoring Center in Warrior Hall, Suite 111 in the Fall 2020. Student success coaching is available online upon request.

If you have a question regarding tutor schedules, need to schedule a tutoring session, are interested in becoming a tutor, success coaching, or have any other question, contact Academic Support Programs at (254) 501-5836, visit the Office of Student Success at 212F Warrior Hall, or by emailing [studentsuccess@tamuct.edu](mailto:studentsuccess@tamuct.edu).

Chat live with a tutor 24/7 for almost any subject from on your computer! Tutor.com is an online tutoring platform that enables A&M-Central Texas students to log in and receive online tutoring support at no additional cost. This tool provides tutoring in over 40 subject areas except writing support. Access Tutor.com through Canvas.

### **University Writing Center**

The University Writing Center (UWC) at Texas A&M University–Central Texas (TAMUCT) is a free service open to all TAMUCT students. For the Fall 2020 semester, all services will be online as a result of the COVID-19 pandemic. The hours of operation are from 10:00 a.m.-5:00 p.m. Monday thru Thursday with satellite hours online Monday thru Thursday from 6:00-9:00 p.m. The UWC is also offering hours from 12:00-3:00 p.m. on Saturdays.

Tutors are prepared to help writers of all levels and abilities at any stage of the writing process. By providing a practice audience for students' ideas and writing, our tutors highlight the ways in which they read and interpret students' texts, offering guidance and support throughout the various stages of the writing process. While tutors will not write, edit, or grade papers, they will assist students in developing more effective composing practices. Whether you need help brainstorming ideas, organizing an essay, proofreading, understanding proper citation practices, or just want a quiet place to work, the UWC is here to help!

Students may arrange a one-to-one session with a trained and experienced writing tutor by making an appointment via [WOnline](https://tamuct.mywconline.com/) [https://tamuct.mywconline.com/]. In addition, you can email Dr. Bruce Bowles Jr. at [bruce.bowles@tamuct.edu](mailto:bruce.bowles@tamuct.edu) if you have any questions about the UWC and/or need any assistance with scheduling.

### **University Library**

The University Library provides many services in support of research across campus and at a distance. We offer over 200 electronic databases containing approximately 250,000 eBooks and 82,000 journals, in addition to the 85,000 items in our print collection, which can be mailed to students who live more than 50 miles from campus. Research guides for each subject taught at A&M-Central Texas are available through our website to help students navigate these resources. On campus, the library offers technology including cameras, laptops, microphones, webcams, and digital sound recorders.

Research assistance from a librarian is also available 24 hours a day through our online chat service, and at the reference desk when the library is open. Research sessions can be scheduled for more comprehensive assistance and may take place on Skype or in-person at the library. Assistance may cover many topics, including how to find articles in peer-reviewed journals, how to cite resources, and how to piece together research for written assignments.

Our 27,000-square-foot facility on the A&M-Central Texas main campus includes student lounges, private study rooms, group workspaces, computer labs, family areas suitable for all ages, and many other features. Services such as interlibrary loan, TexShare, binding, and laminating are available. The library frequently offers workshops, tours, readings, and other events. For more information, please visit our [Library website](http://tamuct.libguides.com/index) [http://tamuct.libguides.com/index].

**For Fall 2020, all reference service will be conducted virtually. Please go to our [Library website](http://tamuct.libguides.com/index) [http://tamuct.libguides.com/index] to access our virtual reference help and our current hours.**

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## Other POLICY STATEMENTS

### A Note about Sexual Violence at A&M-Central Texas

Sexual violence is a serious safety, social justice, and public health issue. The university offers support for anyone struggling with these issues. University faculty are mandated reporters, so if someone discloses that they were sexually assaulted (or a victim of Domestic/Dating Violence or Stalking) while a student at TAMUCT, faculty members are required to inform the Title IX Office. If you want to discuss any of these issues confidentially, you can do so through Student Counseling (254-501-5955) located on the second floor of Warrior Hall (207L).

Sexual violence can occur on our campus because predators often feel emboldened, and victims often feel silenced or shamed. It is incumbent on ALL of us to find ways to actively create environments that tell predators we don't agree with their behaviors and tell survivors we will support them. Your actions matter. Don't be a bystander; be an agent of change. For additional information on campus policy and resources visit the [Title IX webpage](https://www.tamuct.edu/compliance/titleix.html) [https://www.tamuct.edu/compliance/titleix.html].

### Behavioral Intervention

Texas A&M University-Central Texas cares about the safety, health, and well-being of its students, faculty, staff, and community. If you are aware of individuals for whom you have a concern, please make a referral to the Behavioral Intervention Team. Referring your concern shows you care. You can complete the [referral](https://cm.maxient.com/reportingform.php?TAMUCentralTexas&layout_id=2) online [https://cm.maxient.com/reportingform.php?TAMUCentralTexas&layout\_id=2].

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