COURSE SYLLABUS
Southeast Missouri State University

Department of Management and Marketing       Course No:   MG566

Title of Course: Legal & Union Issues in Human Resources       Revision: Spring 2012

I. Catalog Description and Credit Hours of Course:

Covers the human resources topics of employment law and labor relations. Emphasis is placed on the impact of case law and union activity on organizations. (3 credit hours)

II. Prerequisite(s): MG356 with a minimum grade of ‘C’ or MBA Program admission or consent of instructor.

III. Purposes or Objectives of the Course:

A. Develop an understanding of how legal and regulatory issues affect the ability of an organization to maximize the effectiveness of its employees’ human capital.

B. Develop an understanding of the history and current status of labor unions in the United States.

C. Develop an understanding of the importance of employment law and labor relations to other functional areas of the organization, and their critical impact on overall organizational success.

D. Understand important aspects of acquiring information and presenting it in oral and written formats.

IV. Student Learning Outcomes:

Upon completion of this course the students will be able to:

A. identify and explain the regulatory issues facing the management of human capital in organizations.

B. explain the role of unions in the history of the United States and their impact on future organizational growth.

C. explain the importance of employment law and labor relations to other functional areas of an organization.

V. Expectations of Students:

A. To participate in all class activities, experiential exercises, and discussions in an involved and active manner.

B. To complete all external assignments (e.g., writing assignments, reading assignments, term paper, etc.) required for the course.

C. To complete all required quizzes, projects, and examinations (including a final examination) during the semester.

VI. Course Content or Outline:

A. Introduction
   1. Course topics and issues
   2. The Complexity of HR

3 hours
B. Employment Law

1. Common Law Issues
   a. Employment Contracts
   b. Wrongful Discharge
   c. Workplace Torts
2. EEOC
   a. Race Discrimination
   b. Gender & Family Issues
   c. Religion & National Origin Discrimination
   d. Age & Disability Discrimination
3. Miscellaneous Employment Law Issues
   a. Occupational Health & Safety (OSHA)
   b. Employee Retirement Income Security Act (ERISA)
   c. The Fair Labor Standards Act (FLSA)
   d. Employee Welfare Programs
   e. Health Insurance Portability & Accountability Act (HIPAA)

C. Labor Relations

1. Development & Legalization of Unions
   a. History
   b. Labor Law
      1) Sherman Anti-Trust Act
      2) Davis-Beacon Act
      3) Norris-La Guardia Act
      4) Wagner Act (aka National Labor Relations Act)
      5) Walsh-Healy Act
      6) Taft-Hartley Act
      7) Landrum Griffin Act
   c. The Unionization Process
      1) Bargaining Units & Representation Elections
      2) Collective Bargaining & Strikes
      3) Enforcement & Administration of the Contract
      4) Rights of Union Members

VII. Textbook(s) and/or Other Required Materials or Equipment:

The course will use a current textbook or current textbooks and/or collection of articles and other materials. Some possible examples are:

A. Textbook


B. Supplemental Readings

   1. *HRMagazine*
   2. *SHRM Legal Issues*
   3. *Workforce.com*

C. Other readings as required by the instructor.
VIII. Basis for Student Evaluation:

A. Participation in and completion of assignments that must be completed outside the classroom, as well as class-based exercises, cases, simulations, and other projects
B. Term paper/report and/or other miscellaneous assignments required by the instructor
C. Quizzes, projects, examinations (including a final examination)
D. Graduate students enrolled in the class will be required to complete an additional paper on a topic of their choice related to legal and/or union issues in human resources.

The weight of the evaluation criteria may vary according to each instructor and will be communicated at the beginning of the course.