COURSE SYLLABUS

Faculty: **Professor Jodean Thronson**

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Course: Labor Law

Semester: Fall 2013

Meeting Sundays, - 8:15 am – 11:15 am

Schedule:

Room: LAW 103

Textbook	Primary Text	Primary Text	Recommended not required
Author	St. Antoine, Theodore; Craver, Charles; Crain, Marion		
Title and edition of text	Labor Relations Law: Cases and Materials 12 th edition		
Publisher/year	Lexis Nexis/Matthew Bender 2011		
ISBN	978-1-4224-933 0-4 (Loose leaf)		

Learning Outcomes for the Course:

Introduce concepts of labor law and collective bargaining. Understand the National Labor Relations Act, and its administration by the National Labor Relations Board and by the federal courts. Examine federal regulation of labor relations in the private sector including such subjects as the organization and representation of employees, negotiation of collective agreements, and the regulation of strikes, boycotts, and picketing.

Course Expectations:

Student completing the course will have an understanding of labor law, as well as the process and administration of collective bargaining agreements. Through the hands on negotiation exercises, students will gain practical insight into the bargaining process.

HUSL Policies on attendance, lateness and preparation

The program of instruction at the School of Law is based on an active and informed exchange between instructor and student and between student and student. Regular, prepared class attendance helps develop skills essential to the competent practice of law. A student who violates the attendance policy, including the instructor's specification of class expectation described below, may lose his or her right to take the exam in the course, to receive course credit or may receive other penalties described below and in Academic Rule 108. Persistent or frequent lateness or unpreparedness may also be the basis for reduction of the grade awarded in a course. See Academic Rule 108 for further details.

Attendance Policies in this Course

Attendance will be taken. Thirteen, three hour class sessions are scheduled. Due to the limited number of class sessions, TWO or MORE absences will be considered excessive and will be reported to the Associate Dean and may result in a course withdrawal for the student (W) or a failing grade (F).

Punctuality/Preparation Policies in this Course

All students are expected to be on time and prepared to participate in class. There will be a few times during class that you will be expected to turn in assignments that you have written during class. Please be sure to have pen, paper or a plan to print out your assignment for in class exercises.

Policy on Laptop Use in Class:

Use of the internet, email, text or instant messages during class is prohibited except when it is relevant to class discussions.

Other Classroom Policies:

Grading Components

Final examination: Three hour written exam

Date/Time: To be scheduled

Requirements:

Component(s) of your

grade:

75%

Mid-term exam or quizzes

No mid-term exam

Dates/Times:

Requirements:

Component(s) of your

grade:

Active participation in class, including group

collective bargaining exercises and case

presentations

Dates/Times:

Class Participation

Requirements:

Component(s) of your

grade:

25%

Assignments:

Sunday, August 18:

Class Introduction

Historical Background and Union Relevance in 21st Century

Current Organized Labor Issues

Reading; Part One (p. 1-20); Part Six (p. 817 – 825)

Sunday, August 25:

National Labor Relations Act and Board

Right of Employee Self Organization

Protection Against Employer Unfair Labor Practices

Employer Domination or Support

Employer Discrimination

Reading: Part One (p 20 – 24) Part Two (p. 35 - 130)

Sunday, September 1:

No Class

Sunday, September 8:

Right of Employee Self Organization

Employer Discrimination continued

Post Two (p. 130 - 200)

Reading: Part Two (p 130 - 209)

Sunday, September 15:

Right of Employee Self Organization

Representation Questions
NLRB Elections

Unfair Labor Practice Proceedings

Reading: Part Two (p. 211 – 278)

Sunday, September 22:

Union Collective Action

Union Discipline Picketing Issues

Reading: Part Three (p. 29 – 324)

Sunday, September 29:

Union Collective Action

Secondary Pressure

Reading: Part Three (p. 325 – 417)

Sunday October 6:

Union Collective Action

NLRB Preemption

Reading Part Three (p. 418 – 452)

Sunday, October 13:

Collective Bargaining: Duty to Bargain

Exclusive Representation and Majority Rule Nature of Duty to Bargain – Good Faith Reading: Part Four (p. 453 – 495)

Sunday, October 20:

NO CLASS

Sunday, October 27

<u>Collective Bargaining:</u> Duty to Bargain

Bargaining Remedies Unilateral Action Supplying Information

Reading: Part Four (p. 496 -533)

Sunday, November 3:

Collective Bargaining: Duty to Bargain

Subject Matter of Collective Bargaining Duty to Bargain During a Contract's Term Reading: Part Four (p. 534 – 583)

Sunday, November 10:

<u>Collective Bargaining:</u> Enforcement of Collective Agreement

Grievance and Arbitration Process

Judicial Enforcement

Reading: Part Four (p. 584 – 665)

Sunday, November 17:

<u>Collective Bargaining: Contract and Statutory Rights; Successor Employer Obligations</u>

Reading Part Four (p. 666 – 765)

Sunday, November 24:

<u>Collective Bargaining</u>: Fair Representation and Individual Contract Rights

Judicial Enforcement of Fair Representation Unfair Representation as an Unfair Labor Practice Reading: Part Four (p. 766 – 794)

Final Exam Review Session

Sunday, December 1: Make Up Day

Final Exam – to be scheduled during exam week