I. GENERAL INFORMATION

TITLE OF COURSE: SYNDICATION AND COLLECTIVE BARGAINING

CODE AND NUMBER BADM 4350

CREDIT: THREE (3) CREDITS

ACADEMIC TERM:

PROFESSOR:

OFFICE HOURS:

OFFICE PHONE:

EMAIL:

II-DESCRIPTION OF COURSE

Study of the relationship between union and management. Analysis of legal and practical aspects of unionization, collective bargaining process and administration of the collective agreement between labor unions and employers, in public and private sectors. Emphasis on compliance with applicable federal and state unfair labor practices and the importance of judicial precedents and arbitration in resolving disputes in the industry and government. Prerequisite: BADM 4340

III-OBJECTIVES OF THE COURSE

A. After finishing the course, the student may:

1. Identify the area of industrial relations in labor law and labor market participation of Puerto Rico.

2. Knowing the historical trajectory of industrial relations and labor movements in Puerto Rico and internationally.

3. Interacting with the various forms of association and characteristics of the system to organize and collective bargaining exists in the United States and Puerto Rico.
4. Understanding the jurisdiction and operation of federal and state labor-management relations in the private sector of Puerto Rico administrative public bodies involved quasi-judicial in its audits.

5. Identify the different types of working relations that exist in the public sector of Puerto Rico.


IV-OUTLINE OF COURSE CONTENT

1) Conceptual and Historical Framework of Industrial Relations
   a) Definitions Labor-Management Relations, Trade Union
   b) Brief history of labor relations at international level.
   c) Development of labor movements in Europe, the United States and Puerto Rico.
   e) The nature of trade unionism in Puerto Rico.

2) Organization System Association in Puerto Rico
   a) Types of workshop or union security clauses.
   b) Organization of Trade Unions.
   c) Union elections.
   d) Appropriate Bargaining Unit and exclusive representation.
   e) Union dues.
   f) Collective bargaining process.
   g) Collective Agreement.
   h) Unfair labor practices.
   i) Union officials.
   j) Administration of the Agreement.
   k) Grievance Procedure.
   l) Mediation and Conciliation Procedure
   m) Arbitration Procedure.
   n) Concerted activities, picketing and strikes.

3) Legislation Federal Labor-Management Relations
   c) Information Disclosure Act, 1959 Employers and Trade Unions (Landrum-Griffin Act).
4) State Legislation Labor-Management Relations  
   a) Labour Relations Act of Puerto Rico (Law No. 130 of May 8, 1945).  
   b) Act to authorize injunction in case of strikes in public services (No. 11 of May 22, 1965).

5) Industrial Relations in the Puerto Rico Public Sector  
   a) Act No. 134 of 1960 and Act No. 139 of 1961  
      (Discount of assessments for bonafide groups).  
   b) Labour Relations Act for the Public Sector  

6) Government agencies that administer the laws of Puerto Rico Labor Relations  
   a) National Board of Labor Relations Board (NLRB)  
   b) Labour Relations Board of Puerto Rico (JRT)  
   c) Labour Relations Commission Public Service (CRTSP)

7) Recent Trends in Labor Relations and Collective Bargaining  
   a) Decrease of trade unionism in the last decades of the twentieth century.  
   b) resurgence and regrouping of Labor (COS, CAOSS, Social Summit, Coordinator Association).  
   d) Decisions on trade union rights.  
   e) International Labour Conventions (ILO).  
   f) Social Pacts, and legislated bargaining councils in Europe.

V. ACTIVITIES:  
   Lectures by the professor  
   Answering questions two-way sessions  
   Debates between groups  
   Discussion of cases explained in the textbook

VI. EVALUATION  
   Class Note:  
      Attendance and punctuality  
      Participation and quality of contributions  
      Jobs for the Class  
      33%  
   First Exam  
      33%  
   Second Exam (final)  
      34%

VII. SPECIAL NOTES  
A. Special Accomodations  
   Students who require special accommodations must request these services at the beginning of the course as soon as they notice that they need help. Students
can access this service with Professor Jose Rodriguez, Coordinator of Students with Special Needs at the Guidance and Counseling Office on the first floor at Metro’s Student Center.

B. Plagiarism

Plagiarism, dishonesty, fraud and any other type of manipulation or inappropriate behavior related with academic performance are unacceptable in our institution. Disciplinary actions will be taken on students found guilty of such practice as established in Chapter V, Article 1, Section B.2 of the Student’s Rules and Regulations handbook.

Inter American University has very strict regulations regarding plagiarism (using the ideas or words of others without giving proper credit), so it is important that you specifically read Chapter 5, Article 1, Section B.2c of the Student’s Rules and Regulations Handbook. This section clearly explains what plagiarism is. In addition, it explains the types of sanctions students are exposed to when they commit it.

C. Use of Electronic Devices

Cellular (mobile) telephones and any other electronic device that could interrupt the teaching-learning process or disrupt a milieu favorable for academic excellence will be deactivated. Critical situations will be dealt with in an appropriate manner. The use of electronic devices that permit the accessing, storing or sending of data during tests or examinations is prohibited.

VIII-EDUCATIONAL RESOURCES

TEXTBOOK

Acevedo Colom, Alberto. 2007. Labor Relations Law, commented. San Juan, P.R.

Pocket Supplement 2011.

Further reading:


Title 29 of LPRA y the pocket supplement of 2011

CONTEXT READING

"Labor law and union organization in Puerto Rico." Law Review. Bar Association of
IX - REFERENCES


Act No. 130 of May 8, 1945 (Labour Relations Act of Puerto Rico), as amended.


Labour Relations Act for the Public Sector (Act No. 45 of February 25, 1998), as amended.

Information Disclosure Act, 1959 Employers and Trade Unions (Landrum-Griffin Act), as amended.

Injunctions Act to authorize in the event of strikes in public services (Law No. 11 of May 22, 1965) as amended.

Act authorizing deductions from assessments for Bonafide groups in the central government (Law No. 134 of 1960).

Act authorizing deductions from assessments for Bonafide groups in local government (Law No. 139 of 1961).


**INTERNET ADDRESSES**
Directory of E-Mail:

Labor Organizations in Latin America and the Caribbean


National Labor Relations Board. http://www.nlrb.gov/


University of the Latin American Workers. http://utal.org/

**MAGAZINES and JOURNALS:**

HR Focus
HR Magazine
Industrial and Labor Relations Review
International Labor Review
Journal of Human Resources
Personnel Journal
Personnel Psychology
Public Personnel Management
Legal Journals and Magazines
Public Administration Personnel Review and Journals

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