

LABOR RELATIONS, MINOR

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Degree offered: Undergraduate Minor only

The labor relations minor is designed to help students develop an understanding of the environment in which both employees and managers find themselves in contemporary American society. The minor offers a broadening experience for students with a variety of academic backgrounds and preparations, including those with an associate in arts or associate in science degree that focuses on labor studies or those with two years of study at a college or university who have majored in business administration, public administration, or social science-related fields. Building on these backgrounds, the minor provides a framework in which contemporary issues of labor-management relations in the economy's public and private sectors are addressed.

The labor relations minor focuses on a variety of areas related to work relations and work environments, including 1) the nature of work in society, 2) the politics and economics of the workplace, 3) the various schemes of work design and compensation,

and 4) the consequences of present and possible alternative forms of work and/or work relations. Work itself is viewed as a major factor influencing the lives of individuals and institutions. The minor's emphasis is on the relationship between labor and management and the impact of that relationship on organizational effectiveness and on the work force.

Contact: Information about labor relations is available at (217) 206-6646. Information can also be requested at lar@uis.edu.

To earn a minor in labor relations, students must complete a minimum of 16 semester hours of upper-division course work at the University of Illinois at Springfield.

Core courses

LAR 423 Labor Management Relations	4 Hrs.
LAR 424 Contemporary Workplace Issues	4 Hrs.
LAR 463 Labor Law	4 Hrs.

One LAR elective, as approved by the student's faculty adviser	<u>4 Hrs.</u>
Total	16 Hrs.

COURSE DESCRIPTIONS

LAR 423 Labor Management Relations (4 Hrs.)


Behavioral, economic, social, political, and institutional forces affecting character and quality of employer-union-management relationships and objectives in both public and private employment. See MGT 423.

LAR 424 Contemporary Workplace Issues (4 Hrs.)

Examination of the American labor movement in an historical and international context through comparative analysis of political, economic, and social theories of labor movements in the public and private sectors.

LAR 425 Labor Economics (4 Hrs.)

Application of economic principles to problems in American labor, including employment, unemployment, and manpower policies; wage determination and wage policy; development and organization of trade unions in private and public sectors; social sectors; social legislation;



and policy for the labor market as these relate to contemporary social and economic problems. Prerequisite: ECO 315, or equivalent. See ECO 425.

LAR 426 Political Economy (4 Hrs.)

Analysis of competing theories and models of explanation in political science and economics as they comprise the basis for contemporary policy disputes and alternatives. Emphasis on the crisis tendencies/contradictions of the political economy of the United States and its impact on the rest of the international economic order. See ECO 426 and POS 426.

LAR 427 American Labor History (4 Hrs.)

History of work, workers, and organization of workers from the colonial period to the present, with an emphasis on the effects of industrial capitalism and a global economy. Emphasizes the period from the post-Civil War to the present and the development of labor unions and government, labor, and business in an evolving political economy based on capitalism. See HIS 451.

LAR 429 Labor Relations Seminar (4 Hrs.)

Integration of labor relations course work in the form of policy proposals on various labor-related issues.

Contemporary Issues

LAR 434 Women and Work (4 Hrs.)

Role of women workers participating in the American labor force, their status and roles, their satisfaction and alienation, and their part in the labor movement. See WMS 434.

LAR 438 Work and Health (4 Hrs.)

Relationship between work environments and workers' health. Emphasis on mental, physical, and sexual maladies attributable to work environments of white- and blue-collar workers. Includes examination of possible reform, preventative medicine approaches, and government involvement.

LAR 452 State and Local Public Sector Labor Relations (4 Hrs.)

Behavioral, legal, social, political, and institutional forces that affect dynamics of labor relations in public employment.

Applications and Alternatives

LAR 463 Labor Law (4 Hrs.)

Practical study of national and state laws governing col-

lective bargaining in both private and public sectors. Includes a thorough discussion of bargaining units, election procedures, unfair labor practices, and good faith bargaining. See LES 463.

LAR 464 Contract Administration (4 Hrs.)

Contract administration with emphasis on interpretation, application, and impasse resolution techniques of grievance procedures, mediation, and arbitration. See PAD 411.

LAR 467 Labor Arbitration (4 Hrs.)

Philosophy and practice of labor arbitration in the unionized private and public work settings. Students develop skills in arbitration practices, research methods, decision making, rules and procedures, selection of arbitrators, and construction and presentation of cases in simulated arbitration proceedings. See LES 467 and PAD 467.

LAR 470 Special Project (4 Hrs.)

Application of critical theory to a specific, timely problem area announced each time course is offered. May be repeated for indefinite number of credit hours, but topics must differ.