

## **Labor Management and Unions: Exploring the Fundamentals of Labor Relations and the Law**

Recommended as a first course in the Labor Relations Certificate, Labor Management and Unions: Exploring the Fundamentals of Labor Relations and the Law lays the foundation for the program with a thorough examination of the National Labor Relations Act, its structure, its application to represented and unrepresented employees, and the implications for collective bargaining. A blend of the law and real-world examples, this class answers the “how” or “why” to many of your questions about labor relations.

The Labor Management and Unions: Exploring the Fundamentals of Labor Relations and the Law program provides training and practice in the skills and techniques you will use to:

- Recognize the significance of the National Labor Relations Act (NLRA).
- Discover the structure and authority of the National Labor Relations Board.
- Identify the rights of employees and employers in the NLRA.
- Compare and contrast union and employer unfair labor practices.
- Correlate the NLRA to union organization and collective bargaining.

## **Course Outline**

- I. The NLRA**
  - II. National Labor Relations Board**
  - III. Section 7 of the NLRA**
  - IV. Section 8 of the NLRA**
  - V. Section 9 of the NLRA**
  - VI. Collective Bargaining**
  - VII. Economic Weapons During Bargaining**
  - VIII. Administering the Collective Bargaining Agreement**
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### **I. The NLRA**

- Federal Law enacted in 1935. Few amendments – New Deal legislation
- Authorizes unionization and collective bargaining
- Applies only to private employers
- Protects rights to exclusive representation and collective bargaining

### **II. National Labor Relations Board**

- The Board
- The General Counsel
- Administrative Law Judges
- Regional Offices

### **III. Section 7 of the NLRA**

- Employee right to join/form a union
- Employee right to refrain from such activity
- Protected Concerted Activity (applies to nonunion employees too)

### **IV. Section 8 of the NLRA**

- Employer unfair labor practices
- Union unfair labor practices
- Duty of Fair Representation
- Remedies

### **V. Section 9 of the NLRA**

- How employers are organized/ How employees are unionized
- Voluntary recognition
- NLRB supervised election
  - Petition for election
  - Majority of voters (50% plus 1)
- Bargaining Order

## **VI. Collective Bargaining**

- Information Requests
- Good Faith Bargaining v. Bad Faith Bargaining
- Hard Bargaining

## **VII. Economic Weapons During Bargaining**

- Economic Strike
- ULP Strike
- Lockout
- Corporate Campaigns
- Picketing and Bannering

## **VIII. Administering the Collective Bargaining Agreement**

- Business Agents and Union Stewards
- Grievance and Arbitration Procedure