

## HRES2224 - Employee/Labor Relations

Credits:	3 (3/0/0)
Description:	This course covers basic information about the history and current role of labor unions, current labor laws and the rights of employees.
Prerequisites:	
Corequisites:	
Pre/Corequisites*:	
Competencies:	<ol style="list-style-type: none"><li>1. Review the historical background of unionism.</li><li>2. Review the role of the National Labor Relations Board.</li><li>3. Examine the different approaches to unionism.</li><li>4. Identify the labor union's current role in society.</li><li>5. Describe the major elements of the collective bargaining process.</li><li>6. Review the effects of labor law on union and management.</li><li>7. Compare the positions of both union and management related to the employee/employer relationship.</li><li>8. Relate the importance of interpersonal communication, trust and conflict management skills in employee relations.</li><li>9. Interpret the elements of a typical grievance procedure.</li><li>10. Identify the differences of public and private sector bargaining.</li><li>11. Identify and use the dispute resolution process to manage conflict in settling workplace disputes.</li><li>12. Analyze existing labor agreements.</li><li>13. Demonstrate contract negotiation techniques.</li></ol>
MnTC goal areas:	None

\*Can be taking as a Prerequisite or Corequisite.