

INTRODUCTION TO LABOR STUDIES AND EMPLOYMENT RELATIONS

RUTGERS UNIVERSITY
Labor Studies 37:575:100:T1
Summer 2020 Syllabus –

Contact information

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Best way to contact me is to send an email through Canvas Inbox Tool

Technical Assistance

This course is taught on the Canvas LMS.

Contact: Rutgers Teaching and Learning with Technology (TLT)

Support Website: <https://canvas.rutgers.edu/documentation/support/contact-page/mailto:help@canvas.rutgers.edu>

Call 24/7: 877-361-113

OR: Click the "help" question mark icon located at the bottom of the red navigation menu in course.

Schedule

The weeks in the course begin on Monday (or Tuesday for the 1st week) and end on Sunday evening at 11 p.m. (or Wed. in the final week). You often will have things due on either Thursday evening or Sunday evening, just like any course that meets twice a week. The schedule and the assignments are subject to change.

Learning Objectives for this course follow. The student is able to:

Core Curriculum: SCL

- Understand different theories about human culture, social identity, economic entities, political systems and other forms of social organization. (Goal SCL-1).

School of Management and Labor Relations:

- Demonstrate an understanding of relevant theories and apply them given the background context of a particular work situation. (Goal IV)
- Demonstrate an understanding of how to apply knowledge necessary for effective work performance. (Goal VI)

Labor Studies and Employment Relations Department:

- Demonstrate an understanding of the perspectives, theories and concepts in the field of labor and employment relations. (Goal 1).
- Apply those concepts, and substantive institutional knowledge, to understanding contemporary developments related to work. (Goal 2).

Additional course objective from the instructors:

- Students will be able to apply facts and concepts from the course to argue convincingly against common contemporary fallacies related to employment relations.

Text

Stephen Sweet and Peter Meiksins. *Changing Contours of Work: Jobs and Opportunities in the New Economy*. 3rd Edition. Sage, 2015. (Please note: the third edition of this book is quite different from the first and second)

Assignments/Assessments

- 4 Threaded Discussions (Forums) – 90 points each (360 points)
- Op-Ed. Assignment - 150 points
- 3 Quizzes – 120 points each (360 points)
- Introductory Exercises - Pre-test – 20 points; Rights check; Union knowledge – 10 points each
- Take Home Final Exam – 100 points

Student progress toward understanding how work, workers, and forms of worker organization fit into these social science goals will be assessed through before/after test items and rubrics applied to written assignments.

Schedule and Assignments

** Subject to Change**

Unit I. The Situation Working People Face Today (May 26-June 21)

Week 1: Work and Our Lives (May 26- May 31)

Read:

- Sweet & Meskins, Chapter 1
- Paul Krugman, Chapter 1, *End This Depression Now*. New York: WW Norton, 2012.

Watch: Richard Florida interview on Big Think <http://bigthink.com/ideas/18241>

Due Week 1:

1. **Explore your family's history of work.** Interview your family so you can participate in a forum about their experience at the start of next week. Interview at least one parent or grandparent about your family's work history (preferably more). There is no formal paper to write or turn in.
2. **Offer information about yourself** so the instructor can get to know you.
3. **Take the Pre-test.**
4. **Explore what the course is about** and make note of what is required of you.
5. **Learn how to use Canvas.**

Week 2: Corporations & Work in the "New Economy" (June 1-7)

- Corporations – structure, power, and rights
- Old and new forms of work organization
- The rise of contingent work

Read:

- Sweet & Meskins, Chapter 2
- Peter Capelli et al. Change at Work (New York: Oxford, 1997), subpart "The Employment System that Died,"
- "How the World Began to Change," pp. 15-29, and "The Restructuring of Organizations," pp. 44-51.

Watch:

- 4 Video excerpts from *The Corporation* on You-tube
- PBS video, "A Job at Fords" from the series, *The Great Depression*

Due Week 2:

1. **Participate in Forum 1:** Offer an original comment about your own family's work history as per the Forum 1 instructions, by Thursday evening. At a minimum respond to at least 3 other student's comments by Sunday evening.

Week 3: Social Class in the U.S. (June 8-14)

- Class and opportunity in the U.S.
- Class and social mobility
- Relationship between wealth and power
- Has class faded in American culture?

Read: *NY Times* website on Social Class:

<http://www.nytimes.com/pages/national/class/>

Be sure to read on this site:

- (1) The Overview article,
- (2) Tamar Lewin "Up from the Holler" and
- (3) David Leonhardt "The College Dropout Boom" and
- (4) At least two other articles/blogs from the site.
- (5) Also read Bob Herbert's op. ed. linked to the site.

You should also be sure to do the interactive exercise on the *NY Times* site using your family social origin.

Watch:

- Professor Francis Ryan, Rutgers Labor Studies & Employment Relations Dept. speak about the history of the ideal of social mobility in the U.S. and the reality today.
- Joseph Stiglitz, "The Price of Inequality: How today's Divided Society Endangers Our Future," Interview June 6, 2012 on *Democracy Now*.
- Kate Pickett, Big Think Interview, "Why Inequality is Bad for Your Health" <http://bigthink.com/katepickett>. The rest is optional viewing

Read:

- Joseph E. Stiglitz, "How Policy Has Contributed to the Great Economic Divide," *The Washington Post*, June 22, 2012.

Due Week 3 – nothing. However, you should start working on the Op Ed assignment that is due on Thursday next week. Look at week four for the assignment details.

Week 4: Economic Inequality Today (June 15-21)

- Class, race, and gender inequality
- Does the U.S. have a power pyramid?
- Health and other effects of income inequality

Read:

- Sweet & Meskins, Chapter 3
- W. Domhoff, "Wealth, Income and Power," April 2005

Watch:

- Professor Jeff Keefe, LSER Department, Rutgers, speaking about economic inequality. There are two videos.

Due Week 4: 500 word Op-Ed.

1. Op-Ed Writing Assignment Instructions are located on the Op-Ed page (week 4)

To submit your work: Click on the Submit tab at the bottom of the Op-Ed assignment page. Follow instructions.

2. Unit I Quiz – Check calendar for close date.

About Op-Ed Assignment (Due June 20th):

Write a 500-word Op-Ed. on social class and inequality. You can choose any one of the following three suggestions for a central theme (Op-Eds advocate an idea or a public policy).

- "Social class is real in the United States." These Op-Eds are typically built around the personal experience of the author, their family, and/or people they know. See the *New York Times* website on social class for several examples.
- "Widening economic inequality is a big problem in the United States." This type of Op-Ed needs to be built on facts (the Domhoff reading has many) but must be written in a way that is readable, convincing, and often illustrated by either personal experience or that of others.
- "We should reduce economic inequality in the United States by passing the following law." Here you would need to choose a public policy that would help reduce economic inequality and advocate convincingly for its effectiveness. Explain why it would reduce this current problem.

Unit II: Diversity, Work, and Employee Rights (June 22-July 19) Week

5: Employment Rights in the U.S. (June 22-June 28)

Employment At-Will

- Exceptions to employment at-will
- The NLRA (Wagner Act) and state bargaining laws
- The Fair Labor Standards Act & the Occupational Safety and Health Act

Read:

- Sweet & Meskins, Chapter. 4
- Steven Greenhouse, Low-Wage Workers are Often Cheated. Study Says, September 1, 2009, *New York Times*.
- Sloan Work and Family Research Network, Selected U.S. Labor Laws and Regulations Timeline, July 2004.
- Lewis Maltby, Can They Do That? (New York: Portfolio, 2009).
- Chapter 4, "Wrongful Discharge and Employment at Will," pp. 57-67 and a portion of Chapter 13, "The Rights You Have," pp. 196-203.

Watch:

Videos on Employment at Will and the common-law exceptions from Professor Carla Katz

Due Week 5:

1. Take the survey about employment rights.
2. Participate in the forum 2 on employment rights. Your original comments (1 on each topic) is due by Thursday. Additional information is offered on cases Friday. Respond to additional information (2 original comments) by Sunday.

Week 6: Work, Race, Ethnicity and Equality: (June 29-July 5)

- Race, ethnicity and inequality in the contemporary workplace
- Discrimination and Fairness
- Civil Rights Act of 1964
- The Memphis Garbage Workers Strike and Martin Luther King

Read:

- Sweet and Meiksins, Chapter 7, "Race, Ethnicity and Work."
- Charlie LeDuff, "At a Slaughterhouse, Some Things Never Die: Who Kills, Who Cuts
- Who Bosses Can Depend on Race," New York Times, June 16, 2000.
- Sections from Bari-Ellen Roberts, with Jack White, Roberts vs. Texaco: A True Story of Race and Corporate America. NY: Avon Books, 1998:
 1. 107-112,
 2. 158-164
 3. 192-197
 4. 202-206
- "Whites Account for Under Half of Births in the U.S.," *New York Times*, May 17, 2002, p. 1.

Watch: Three videos

- One is an excerpt from the movie, *At the River I Stand*, about the Memphis Garbage workers strike and Dr. Martin Luther King
- The second is a YouTube video that continues the story of the Memphis garbage strike.
- Wade Henderson, Leadership Conference on Civil Rights Testimony to U.S. Senate Subcommittee, 2009.

Nothing is due week 6.

Week 7: The New Immigration (July 6-12)

- Effects of immigration on wages and work
- Public policy debates regarding immigration policy for the U.S.

Read:

- *New York Times*, 1/27/2007, "Study of Immigrants Links Lighter Skin and Higher Income
- Immanuel Ness, Immigrants, Unions, and the New U.S. Labor Market (Philadelphia: Temple University Press, 2005). Chapter 2, "The Political Economy of Transnational Labor in New York City: The Context for Immigrant Worker Militancy," pp. 13-39.

Watch:

- Professor Janice Fine, LSER Department, Rutgers, speaking about immigration issues.

Nothing is due week 7.

Week 8: Gender, Work and Family (July 13-19)

- Women's participation in the paid labor force
- Gender inequalities and discrimination
- Work/family policies and the law

Read:

- Sweet and Meskins, Chapters 5 and 6

Due Week 8:

1. **Unit II Quiz:** Sunday July 19 or Monday July 20

Unit III: Improving Working People's Lives (July 20- August 12)

Week 9: The Legacy: The New Deal and Labor (July 20-26)

- A new relationship between government and working Americans in the 1930s
- Union growth and consolidation in the 1930s-40s
- The CIO and the sit-down strike
- The "New Deal System's" achievements and limitations

Read:

- Jack Metzgar, Striking Steel: Solidarity Remembered (Philadelphia: Temple University Press, 2000). "Getting to 1959," first part pp. 17-39.

Watch: Various videos.

- Professor Paula Voos, Speaking about the New Deal, WWII and Labor (3 sections)
- A short You-Tube video regarding the early 1930s and the San Francisco General Strike
- A short You-Tube video on the sit-down strike and its use by the CIO Autoworkers union in the 1930s: (4) A feature video (54 min.), "Mean Things

Happening: The Great Depression, Part 5" from PBS also on YouTube. Please pay particular attention to the second half of the video on steelworkers in Western Pennsylvania.

Due in week 9:

1. **Forum 3 on New Deal Public Policy**

The first post involves an original comment about research on laws enacted as part of the New Deal. The original comment is due on Thursday. Two replies to peer comments are due by Sunday evening.

Week 10: Unions Today, Part 1 (July 27-Aug. 2)

- What do unions do?
- Collective bargaining
- Strikes and other mobilization actions
- Are unions good or bad for the economy?
- Union membership trends over time

Read:

- BLS Union Members 2011.
- AFL-CIO Fact Sheets: Unions 101; Union Advantage by the Numbers

Watch:

- Reverend Jim Wallis, Sojourners, Testifying on unions and economic inequality, before a Senate subcommittee, 2009.
- Professor Jeff Keefe, Rutgers.
- Professor Paula Voos, Rutgers, Testifying about the economic effects of unions, before a Senate subcommittee, 2009.
- Carla Katz, Big Think Interview: <http://bigthink.com/ideas/2676>

Due in week 10:

1. **Union Knowledge Check.** You can take unlimited times until you get a 10/10

Week 11: Unions Today Part 2: Organizing and American Labor Law (Aug 3-9)

- What is legally-protected concerted activity
- Organizing the unorganized today
- Is reform of labor law needed?

Read:

- Michael D. Yates, Why Unions Matter. New York: Monthly Review Press, "How Unions Form," pp. 30-38.
- Dean Baker, "The Risk of Dismissal for Union Organizing and the Need to Modify the Process", Congressional Testimony by Dean Baker, Co-Director, Center for Economic and Policy Research.
- Gordon Lafer "Proposed Rule Changes by Labor Board Would Make Workplace Elections More Democratic", Policy Memorandum, Economic Policy Institute, July 2011

Watch:

- Two videos on unions today by Professor Adrienne Eaton
- Target anti-union employee orientation video on YouTube
- Levitt, Confessions of a Union Buster Video on YouTube

Due in week 11:**1. Forum 4 on Union Organizing**

Answer the two forum questions. The first post involves critiquing the comments of Target CEO Bob Ulrich. The original comment is due on Thursday. Answer the additional question, and post three replies to peer comments by Sunday evening.

2. Unit III Quiz – Saturday August 8 or Sunday August 9**Week 12: Course Wrap up (Aug 10-12)****Due in week 12:**

Final Exam - Available from Aug 10- Aug 12