Syllabus (DRAFT)

Introduction to Labor Studies and Employment Relations 37:575:100:H6
School of Management and Labor Relations, Rutgers University
Summer 2015

Course Number: 37:575:100:H6
Day and Time: Tuesdays and Thursdays 6:00-10:00 pm
Location: Murray Hall, Room 114

Professor: Carmen Martino
Office Location: Labor Education Center, 50 Labor Center Way,
New Brunswick, NJ 08901

Carmen Martino
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Cell: 609-513-3504
Office Hours: By appointment

I. COURSE DESCRIPTION

This course provides an introduction to the Labor Studies and Employment Relations major. Our primary focus will be work, workers and the organizations and institutions that shape and define the employment relationship. We will examine how class, race, ethnicity and gender impact work; the role of corporations; the role of unions and worker centers; the global economy; and the future of work.

II. LEARNING OBJECTIVES

By the end of the course we will:

- Know and understand fundamental social science, historical, and legal perspectives, theories, and concepts relating to work, employment relations, and worker movements;
- Know the fundamental laws/institutions governing employment relations including government, labor unions, corporations and other key institutions;
- Understand how the global economy impacts work and employment relations;
- Understand how our diverse backgrounds and cultures shape our experiences and perspectives on the world of work; and
- Improve our critical thinking, problem solving and communication skills.

III. EXPECTATIONS

We will be covering a lot of ground in a very short time so please read/view the assigned material, bring the written materials to each class and take good notes.
When participating in discussions use your experience and the information you get from the readings/viewings. When you take a position try to back it up with facts, data and examples. And above all, we must all be respectful and listen when others are speaking. You do not have to agree but you must give full attention and consideration to other points of view.

**Texting, or talking on cell phones and emailing are all prohibited during class.**

**Communication**
Check your official Rutgers email account regularly for class announcements. I will communicate any official course correspondence via email. Students are responsible for all information communicated via email. Feel free to contact me via email with questions or concerns about the course. I will do my best to get back to you within 24 hours.

When emailing always include “Intro to Labor Studies and Employment Relations” in the subject line of your email.

**IV. EVALUATION**

**Attendance**
Eleven points (11pts) of your final grade will be based on attendance so it is vitally important that you come to every class. Failure to sign the sign-in sheet will result in a loss of attendance points. You can only be excused for an illness, death in the family or other real emergencies.

Students who are late to class will lose attendance points so please be punctual. Also, if you leave early without permission you will be marked absent for the entire class.

**Class Preparation**
It is vitally important that you come to class ready to contribute to the discussion. With this in mind, everyone will be required to hand in a 1-page summary (approximately 300 words) for each class reading/viewing assignment—including weeks 2-11. Each summary is worth 1 point of your final grade (for a total of 10pts). One-page summaries should be delivered to the Sakai drop box prior to the start of each class. (Note: I will read them and keep in touch on an as needed basis.)

**Class Participation**
Another eleven points (11pts) of your final grade will be based on your in-class participation. Class sessions will include short lectures, small group discussions, group exercises and large group discussions. The expectation is that everyone will have an opportunity to actively participate in each class.

**Collective Bargaining Exercise**
Attendance, participation and preparation will be critical for this exercise! The group exercise will account for three points (3pts) of your final grade.
Family Member Oral History Project
The Mid-Term Oral History project will be due by **July 23rd**. All papers turned in after this time will be marked late. Late papers will be marked down one full letter grade for each day that they are late. **The Oral History Project is worth thirty points (30pts).**

Final Exam
The final exam will include a written take-home portion and an in-class multiple choice/short answer portion that will cover all course readings, lectures, discussion questions, films, exercises, etc. **The final exam is worth thirty-five points (35pts).**

Final grades will be based on the following:

1. Class Prep (10pts)
2. Class attendance (11pts)
3. Class participation (11pts)
4. Mid-Term Family Member Oral History Project (30pts)
5. Collective Bargaining Exercise (3pts)
6. Final Exam (35pts)

V. COURSE READINGS


All other materials are available on the course Sakai website. Students can access the course Sakai site by following these directions:

- Go to http://sakai.rutgers.edu
- To log on, enter your Rutgers net ID and password in the upper right hand corner.
- Look for the tabs at the top of the next page. Click on the tab: 37:575:100:H6 Su15.
- Click on “resources” on the menu on the left hand side of the next page. You should see a folder for each class and inside each folder you will find all of the course readings.

VI. SYLLABUS

PART I: WORK, CLASS, RACE, ETHNICITY AND GENDER IN THE U.S.

TUESDAY JULY 7. COURSE INTRODUCTION AND OVERVIEW

Read: Sakai Folder:
The syllabus

In-Class: Introduction: Our expectations for the class, review syllabus
For Group Discussion: What is a union? Why are unions in decline? Does it matter?

Thursday July 9. Work, Class, Mobility and Equality

Read: Sweet and Meiksins, The Changing Contours of Work, Chapters 1, 2 and 3 (pp. 1-74)

Sakai Folder:
Read the following on the New York Times website on social class, http://www.nytimes.com/pages/national/class/
1. Overview article, "Shadowy Lines That Still Divide" and Interactive Graphic, "A Closer Look at Income Mobility"
2. Day 3: Marriage (Tamar Lewin, "Up from the Holler")
3. Day 5: Education (David Leonhardt, "The College Dropout Boom")

Bob Herbert's “Mobility Myth” Op-Ed linked to the site; (See Readers Opinions Box on the right) and
5. Interactive exercise in the website which you should do using your family of social origin: "Interactive Graphics: Where do you fit in" (top middle, in between Slide Show and Income and Education)

Optional:

In-Class:
Lecture/Discussion on inequality and stratification in the U.S.
Group discussion about individual work history, family economic history

Documentary: People Like Us: Social Class in America

Mid-Term
Assignment: Understanding Your Family’s Work and Economic History

Tuesday, July 14. Work, Gender and Equality

Read: Sweet and Meiksins, Chapter 6, “Gender Chasms in the New Economy” (pp. 125-160)

Sakai Folder:
Virgina Valian “Gender Schemas at Work” in Why So Slow? (pp. 1-22)
Virgina Valian “Evaluating Men and Women” in Why So Slow? (pp. 125-144)
In-Class: Lecture/Discussion on gender, equal pay and “women’s work”

**Documentary:** Rosie the Riveter

**THURSDAY, JULY 16. WORK, RACE, ETHNICITY AND EQUALITY**

Read: Sweet and Meiksins, Chapter 7, “Race, Ethnicity and Work” (pp. 161-194)

**Sakai Folder:**
- Upton Sinclair, *The Jungle* (pp. 21-52)
- Charlie LeDuff “At a Slaughterhouse Some Things Never Die” (pp. 96-114)

In-Class: Lecture/Discussion on race, ethnicity and inequality in the workplace
Group Discussions about Race, Gender and Equality in the workplace

**Documentary:** At the River I Stand

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**PART II: CORPORATIONS AND THE GLOBAL ECONOMY**

**TUESDAY, JULY 21. THE CORPORATION**

Read: **Sakai Folder:**
- Joel Bakan, *The Corporation*, Chapters 3-4

In-Class: Lecture/Discussion on the evolution of the corporation
Group discussion on the role of corporations in society

**Documentary:** The Corporation

**THURSDAY, JULY 23. THE GLOBAL ECONOMY**

Read: **Sakai Folder:**


**In-Class:** Lecture/Discussion–Global Supply Chains  
Group Discussion–Will You Survive the Global Economy?  

**Documentary:** China Blue

* Mid-Term Assignment Due*

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**PART III: UNIONS, COLLECTIVE BARGAINING AND THE FUTURE OF WORK**

**TUESDAY, JULY 28. WORKER RIGHTS AND UNIONS**

**Read:**  
Sakai Folder:  

Optional:  
Voos and Slott, U.S. Labor History—Summary of Key Events, 1-5  
1877 Viewers Guide

**In-Class:** Lecture/Discussion on development of labor unions, Knights of Labor, AFL, IWW and “Are You a Commodity?”

**Documentary:** 1877 The Grand Army of Starvation

**THURSDAY, JULY 30. INDUSTRIAL UNIONISM**

**Read:**  
Sakai Folder:  

Voos and Slott, U.S. Labor History—Summary of Key Events, 1-5

**In-Class:** Lecture/Discussion on the Depression, CIO, WWII and Industrial Unionism

**Documentary:** Sitdown and Fight—Walther Reuther and The Rise of the Auto Workers
**TUESDAY, AUGUST 4. COLLECTIVE BARGAINING**

Read:  
**Sakai Folder:**  
Michael Yates “Collective Bargaining” in *Why Unions Matter* (pp.53-80)


In-Class:  
Lecture/Discussion on Collective Bargaining  
Collective Bargaining Exercise

**Documentary:** The Final Offer

**THURSDAY, AUGUST 6. THE FUTURE OF WORK**

Read:  
Sweet and Meiksins, Chapter 4, “Whose Jobs Are Secure?”  
Sweet and Meiksins, Chapter 5, “A Fair Day’s Work”

In-Class:  
Lecture/Discussion on the Future of Work  
Group Discussion What Do You Want?

Review for Final

**TUESDAY, AUGUST 11. FINAL EXAM**