

OCCUPATIONAL SAFETY AND HEALTH ONLINE – SPRING 2012

Rutgers University
School of Management and Labor Relations
Labor Studies and Employment Relations Department

Course Number: 37:575:338:91
Instructor: Ashley Conway
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Note: The syllabus may be revised during the course. Students will be apprised of all changes.

Course Description:

Work has an impact on physical and psychological health. In this course, students will explore the health and safety issues of various types of work. Students will gain an understanding of the current state of occupational safety and health in the United States and globally including the enforcement of laws regulating occupational safety and health and the roles of workers, unions, and employers. The historical, economic, and cultural forces contributing to and inhibiting solutions to occupational safety and health problems will be analyzed.

Course Expectations:

This course requires that you:

- Write a paper on your family occupational safety and health history;
- Participate in 8 forum discussions;
- Take 2 midterm exam – one in March and one in April; and
- Complete all assigned course work.

Objectives:

- Gain a historical, economic, and organizational perspective of occupational safety and health;
- Investigate current occupational safety and health problems and solutions;
- Identify the forces that influence occupational safety and health; and
- Demonstrate the knowledge and skills needed to identify workplace problems and advance safe, healthy work for oneself or others.

Required Books and Videos:

You are not required to purchase books or a text. Materials such as book chapters, articles, and audio or visual clips will be made available in e-college. You may need to rent one video from Netflix or Blockbuster.

Evaluation:

Grades will be based on each of the following activities:

	Points
Introduction assignment	50
History Paper	150
Forums (8 – 50 points)	400
Midterm Exam	200
Final Exam	200
Total	1000

GRADING SCALE (%):

A	90 – 100
B+	85 – 89
B	80 – 84
C+	75 – 79
C	70 – 74
D	60 – 70
F	< 60

In addition, I may increase or decrease your grade for exceptional (good or bad) class participation and performance – ordinarily by one level (for example, between B and B+).

Forums:

An important way to learn on-line is by participating in *forums*: a discussion group where students interact through a series of posts about a particular topic. Students can communicate their insights and thoughts in a *threaded discussion* pertaining to a topic, as well as learn from one another in the process. Threaded discussions are also a means for the instructor to identify whether or not a student comprehends required reading assignments. Forums include instructor-generated questions and student-to-student interaction.

Points have no "absolute meaning," – in the end, I will use my judgment in translating points into grades for the course. That means that grades are "curved" in the sense that they are comparative. The comparison is both to other students taking the class this semester and with those who took the class in the past.

Assessment of Online Forums

It is possible to earn up to 400 points by excellence in participation in a total of 8 forums (each forum is worth 50 points). The forum is like a class discussion with a set of questions (usually two).

A forum is an interactive discussion and your contribution will be evaluated on a scale from minimally adequate to exceptional, with more typical responses being in the good to excellent range. The score reflects:

- How often you participated. Posting four times regarding one of the questions is *minimally adequate*, whereas more extensive participation earns you more points.
- Was your participation interactive? Remember, this is a discussion – it is better to demonstrate understanding of the ideas of others before going on to your own opinion than to just "splash" your own ideas onto the page and never really interact with others.
- Were your comments thoughtful and based on the readings? Did they reflect an accurate understanding of the material being discussed or were they riddled with errors regarding the course material.
- Were your opinions backed by personal experience or other types of evidence? Did you draw on readings from other courses, current news, or online sources of information in a manner that contributes to the discussion?
- Were your comments expressed clearly and appropriately? Do they show mastery of persuasive written English? *Please do not "flame" in these forums; be courteous of others who will be reading your comments.*

Keep current – avoid being late!

This is an interactive class – you need to keep current in the readings, viewings, and discussion forums to effectively interact with others in the class. You can only participate in forums when they are open.

You should inform me of serious personal emergencies that arise – for instance, hospitalization that makes it impossible to get online. A trip associated with your job is not such an emergency, nor is a problem with your personal computer. There are many ways to get online in hotels, in campus computing facilities, or public libraries. An online class is somewhat flexible with regard to your schedule but you must be responsible for managing your time and for getting online each week no matter what else is going on in your life. In general, I recommend that you sign into the class AT LEAST 3 times a week and that you check your Rutgers email each day.

For more information on forums refer to the Forum Guidelines document in e-college.

Midterm Exams:

The March midterm exam (200 points) will cover concepts and competencies students learned in the first half of the semester. The exam may include true/false, multiple choice, matching, fill-in-the-blank, short answer and essay questions.

The April midterm exam (200 points) will cover concepts and competencies students learned in the second half of the semester; however, a general knowledge of material from the first half of the semester will be needed to answer some questions correctly. The exam may include true/false, multiple choice, matching, fill-in-the-blank, short answer, and essay questions.

Writing Assignment:

Students will write one paper – an essay on your family occupational safety and health history (150 points).

Grading Criteria for Written Submissions (paper and forums):

Content. Writing should reflect careful, thorough consideration of the topic. Writing should also demonstrate careful reading of the course material and cite all sources that were consulted when preparing the assignment. The paper should have a clear thesis statement and a strong conclusion.

Mechanics. Writing should demonstrate college level competence in grammar and style. Students with unsatisfactory writing skills will be encouraged to seek additional assistance from tutorial resources.

Late submissions:

- 25% point deduction for late submissions up to one week after due date
- 50% point deduction for late submissions more than one week and up to two weeks after the due date
- No points will be given for late submissions in excess of two weeks
- **Forum posts will not be accepted once the forum is closed and the discussion is over**

Extra credit:

No extra credit assignments will be allowed except in extraordinary circumstances.

Honor Code and Academic Integrity:

Academic integrity requires that all academic work be wholly the product of an identified individual or individuals. Joint efforts are legitimate only when the assistance of others is explicitly acknowledged and permitted by the assignment.

Ethical conduct is the obligation of every member of the University community, and breaches of academic integrity constitute serious offenses. Any such issues will be submitted to the Dean of the Labor Studies and Employment Relations Department, as appropriate. Students must assume responsibility for maintaining honesty in all work submitted for credit and in any other work designated by the instructor of the course.

Students are also expected to report incidents of academic dishonesty to the instructor or dean of the instructional unit.

Students are expected to abide by the Rutgers University Code of Student Conduct. They are to conduct themselves with honesty and integrity.

It is required that you read the Rutgers' academic integrity policy at this link:
http://studentconduct.rutgers.edu/files/documents/AI_Policy_9_01_2011.pdf

Most academic integrity problems that arise are not intentional but are the consequence of failing to appropriately and carefully cite sources. Avoid plagiarism or other violations of academic integrity! Your written work (forums and the paper) may be submitted to "Turnitin.com" to insure that your answers are yours alone – not answers from another student, from the web, or another source. Be careful not to "copy" phrases or sentences excessively from the readings. The goal is to put the ideas into your own words.

Unit 1		Building a Foundation for Learning	
<p>Week 1 1/18 – 1/24</p>	<p>Course Overview and Introduction Assignment - Parts 1 & 2</p> <p><i>Learning objective: Become familiar with the college learning platform and meet group members.</i></p>	<p>Assignment:</p> <p>Part 1: Post an introduction to your assigned group – due Saturday, 1/21 by 11:59 pm and Post additional comments to your assigned group – due Tuesday, 1/24 by 11:59 pm</p> <p>Part 2: Submit the introduction worksheet to the instructor in the drop box – due 1/24 by 11:59 pm</p>	
<p>Week 2 1/25 – 1/31</p>	<p>Occupational Safety and Health Historical Overview</p> <p><i>Learning objective: Review historical events and understand them from an OSH perspective.</i></p>	<p>Videos: PBS, American Experience. <i>Triangle Fire</i> (51:53). Retrieved from: http://www.pbs.org/wgbh/americanexperience/films/triangle/player/</p> <p>OSHA. 1970. <i>Can't Take No More</i> (26:57). Retrieved from: http://video.google.com/videoplay?docid=-4897690520976827985#</p> <p>Jeffries, M. 2007. <i>U.S. Child Labor 1908 – 1920</i> (9:22).</p> <p>Assignment: Family OSH History Paper – due 1/31 submit to instructor <u>and</u> share with group members in "Doc Sharing"</p>	
<p>Week 3 2/1 - 2/7</p>	<p>Occupational Safety and Health Concepts</p> <p><i>Learning Objective: Comprehend and interpret the basic principles and concepts of OSH, including frequently used terms.</i></p>	<p>Asbestos</p> <p>Videos: High Plains Films (2004). <i>Libby, Montana</i> (124:00).</p> <p>Readings: Brodeur, P. 1968. <i>Reporter at Large - The Magic Mineral</i>. The New Yorker.</p> <p>NIOSH. <i>Take Home Toxins</i>.</p> <p>Assignment: Forum #1 – first post due 1/4, forum closes 1/7</p>	
<p>Week 4 2/8 – 2/14</p>	<p>OSH Power Dynamics</p> <p><i>Learning Objective: Identify the forces influencing OSH and analyze those forces.</i></p>	<p>Popcorn Worker's Lung: The Regulation of Diacetyl</p> <p>Readings: New York Times. 2010. <i>OSHA Leaves Worker Safety in Industry Hands</i>.</p> <p>Assignment: Forum #2 – due first post due 2/11, forum closes 2/14</p>	

Unit 2	Regulatory Realities	
<p>Week 5 2/15 – 2/21</p>	<p>OSH Act and OSHA</p> <p><i>Learning objective: Gain an understanding of the scope of the OSH Act and the role of OSHA.</i></p>	<p>McWane Revisited</p> <p>Videos:</p> <p>PBS, FRONTLINE. <i>A Dangerous Business Revisited</i> (57:00). Retrieved from: http://www.pbs.org/wgbh/pages/frontline/mcwane/view/</p> <p>Readings:</p> <p>CATO Institute. <i>Handbook for Congress: Occupational Safety and Health Administration</i>.</p> <p>Silverstein, M. 2008. <i>Getting Home Safe and Sound: The Occupational Safety and Health Administration at 38</i>. American Journal of Public Health.</p> <p>Assignment: Forum #3 – first post due 2/18, forum closes 2/21</p>
<p>Week 6 2/22 – 2/28</p>	<p>The Economics of OSH</p> <p><i>Learning Objective: Learn how market theory impacts work safety and health and analyze the effects of economics on injuries, illnesses, and fatalities.</i></p>	<p>BP Gulf Oil Disaster</p> <p>Videos:</p> <p>PBS, FRONTLINE. <i>The Spill</i>.</p> <p>Readings:</p> <p>Levenstein, C. and Dunn, M. 2005. <i>Show Me the Money: Cost-Benefit Analysis in the Work Environment</i>. New Solutions: A Journal of Environmental and Occupational Safety and Health Policy.</p> <p>Rosner, D. 2000. <i>When Does a Worker's Death Become a Murder?</i> American Journal of Public Health.</p> <p>Assignment: Forum #4 – first post due 2/25, forum closes 2/28</p>
<p>Week 7 2/29 – 3/6</p>	<p>Right to Know and Workplace Health & Safety Committees</p> <p><i>Learning Objectives: Gain an understanding of the role information plays in occupational safety and health and learn how to access health and safety information. Examine the role of health and safety committees.</i></p>	<p>Readings:</p> <p>Bingham, Eula. 1983. <i>Right to Know Movement</i>. American Journal of Public Health.</p> <p>ILO Encyclopedia of Occupational Safety and Health. From Chapter 23: <i>The COSH Movement and Right to Know</i>.</p> <p>Schor, E. 2010. <i>Twin BP Disasters Complicate Push for Safety</i>. New York Times.</p> <p>Assignment:</p> <p>Assignment: Forum: #5 – first post due 3/3, forum closes 3/6</p>
<p>Week 8 3/7 – 3/13</p>	<p>Workers' Compensation</p> <p><i>Learning Objectives: Gain an understanding of workers' compensation.</i></p>	<p>Fukushima Daiichi</p> <p>Videos:</p> <p>Nimitz High School History Competition Entry (2008). <i>Workers' Compensation History</i>. (10:08)</p> <p>New York Times video: <i>The World of Hurt: The Examination</i>. (5:20) Retrieved at: http://video.nytimes.com/video/2009/03/31/nyregion/1194838956105/a-world-of-hurt-the-examination.html</p> <p>Readings:</p> <p>Calderone, P. (2011). <i>NJ Workers' Compensation Program: A Century of Cooperation, Innovation</i>. New Jersey Law Journal.</p> <p>New Jersey Policy Research Organization (2007). <i>Workers' Compensation in New Jersey</i>.</p> <p>New York Times (2011). <i>Last Defense at Troubled Reactors: 50 Japanese Workers</i>.</p> <p>Assignment: No forum to participate in - receive midterm study guide (for students who want to study over Spring Recess – additional study time will be provided in Week 9).</p>
<p>3/10 3/18</p>	Spring Recess	
<p>Week 9 3/21 – 3/27</p>	<p>Evaluation Week</p> <p><i>Learning objective: Synthesize and apply OSH knowledge to midterm exam</i></p>	<p>Review for midterm exam</p> <p>Midterm exam opens 3/25, 12:00 am Midterm exam closes 3/27, 11:59 pm</p>

Unit 3		21st Century Work	
<p>Week 10 3/28 – 4/3</p>	<p>Linkages: OSH and the Environmental Movement</p> <p><i>Identify occupational safety and health partnerships and critique their effectiveness.</i></p>	<p>Readings:</p> <p>Spiegel Online International (2011). <i>Fukushima Workers Risk Radiation to Feed Families</i>.</p> <p>Audio:</p> <p>National Public Radio (2011). <i>Oklahoma Town Battles Powdery Carbon Pollution</i> (12:29).</p> <p>Videos:</p> <p>60 Minutes, CBS News (2010). <i>Deepwater Horizon's Blowout, Part 1</i> (14:12).</p> <p>60 Minutes, CBS News (2010). <i>Deepwater Horizon's Blowout, Part 2</i> (12:21).</p> <p>Need to Know, PBS (2010). <i>Uncharted Waters: The Spill and Human Health</i>.</p> <p>United Steelworkers (2000). <i>How the Seattle WTO Protests Changed the World</i> (16:00).</p> <p>Assignment: Forum #6 – first post due 3/31, forum closes 4/3</p>	
<p>Week 11 4/4 – 4/10</p>	<p>OSH Globalization and Tripartite Solutions</p> <p><i>Learning Objective: Identify the roles of government, employers, and unions in occupational health and analyze global efforts to improve work safety and health.</i></p> <p><i>Learning Objective: Gain a global perspective of occupational safety and health.</i></p>	<p>Readings:</p> <p>European Agency for Safety and Health at Work. 2007. <i>National economics and safety and health fact sheet</i>.</p> <p>Weil, D. 1991. <i>Enforcing OSHA: The Role of Labor Unions</i>. Journal of Industrial Relations.</p> <p>Videos:</p> <p>Assignment: Forum #7 – first post due 4/7, forum closes 4/10</p>	
<p>Week 12 4/11 – 4/17</p>	<p>Work Transformation, Psychosocial OSH Issues, and Terrorism</p> <p><i>Learning objectives: Recognize psychosocial OSH factors and identify prevention and mitigation measures. Critique response efforts of 9/11 and examine the OSH implications.</i></p>	<p>9/11 World Trade Center Responders</p> <p>Readings:</p> <p>TBA</p> <p>Viewings:</p> <p>Sundance Channel. <i>Dust to Dust</i>.</p> <p>Assignment: Forum #8 – first post due 4/14, forum closes 4/17</p> <p>Receive midterm study guide</p>	
<p>Week 13 4/18 – 4/24</p>	<p>Evaluation Week</p> <p><i>Learning objective: Synthesize and apply OSH knowledge to midterm exam</i></p>	<p>Midterm exam opens 4/22, 12:00 am</p> <p>Midterm exam closes 4/24, 11:59 pm</p>	

Videos:

Note: The videos listed in the syllabus may be changed or augmented – always follow assignment directions provided in the weekly messages.

Readings:

Note: The readings listed in the syllabus may be changed or augmented - always follow assignment directions provided in the weekly messages.

Occupational Safety and Health Online – 37:575:338:91 2012 Spring Semester

◀ December		~ January 2012 ~					February ▶
Sun	Mon	Tue	Wed	Thu	Fri	Sat	
1	2	3	4	5	6	7	
8	9	10	11	12	13	14	
15	16	17 <i>Spring Semester Begins</i>	18 <i>1st Day of Class</i> Week 1 Assignment: Introduction – Parts 1 and 2	19	20	21 First post due: Part 1 - Introduce yourself to group members by 11:59 pm	
22	23	24 Last post due: Intro Assignment Part 1 by 11:59 pm Due: Submit Part 2 - Intro Doc. to instructor in Drop Box by 11:59 pm	25 Unit 1 Week 2 OSH Historical Overview Assignment: Family OSH History Paper	26	27	28	
29	30	31 Due: Submit paper to instructor in Drop Box <i>and</i> upload to your group in Doc. Sharing by 11:59 pm	“Earning a great grade” tip: <i>Week 1 is an easy 50 points if you meet the 3 due dates on time!</i>				

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◀ January		~ February 2012 ~					March ▶
Sun	Mon	Tue	Wed	Thu	Fri	Sat	
<p>“Earning a great grade” tip:</p> <p><i>If you have a question, problem or concern – always email your instructor. Don’t wait until the end of the semester!</i></p>			<p>1 Unit 1 Week 3 OSH Concepts Assignment: Forum #1</p>	2	3	<p>4</p> <p>First post due by 11:59 pm</p>	
			<p>5</p>	6	<p>7</p> <p>All posts due by 11:59 pm</p>	<p>8 Unit 1 Week 4 OSH Power Dynamics Assignment: Forum #2</p>	9
12	13	<p>14</p> <p>All posts due by 11:59 pm</p>	<p>15 Unit 2 Week 5 OSH Act and OSHA Assignment: Forum #3</p>	16	17	<p>18</p> <p>First post due by 11:59 pm</p>	
19	20	<p>21</p> <p>All posts due by 11:59 pm</p>	<p>22 Unit 2 Week 6 The Economics of OSH Assignment: Forum #4</p>	23	24	<p>25</p> <p>First post due by 11:59 pm</p>	
26	27	<p>28</p> <p>All posts due by 11:59 pm</p>	<p>29 Unit 2 Week 7 Right to Know and Workplace Health and Safety Committees Assignment: Forum #5</p>	<p>“Earning a great grade” tip:</p> <p><i>To earn as many points as you can – meet all the due dates and follow the Forum Guidelines.</i></p>			

Occupational Safety and Health Online - 37:575:338:91 2012 Spring Semester

~ March 2012 ~						
◀ February						April ▶
Sun	Mon	Tue	Wed	Thu	Fri	Sat
Note: <i>You must take the Midterm exam between 3/25 midnight and 3/27 midnight. TIP: Allow for technical or other problems – don't begin your exam too close to the closing hour!</i>				1	2	3 First post due by 11:59 pm
4	5	6 All posts due by 11:59 pm	7 Unit 2 Week 8 Workers' Compensation Assignment: No assignment – receive Midterm Exam study guide	8	9	10 Spring Recess Begins
11	12	13	14	15	16	17
18 Spring Recess Ends	19	20	21 Units 1 & 2 Week 9 Evaluation Week – Midterm Exam Assignment: Study for and take the Midterm Exam	22	23	24
25 Midterm exam opens 12:00 am	26	27 Midterm exam closes 11:59 pm	28 Unit 3 Week 10 Linkages: OSH and the Environmental Movement Assignment: Forum #6	29	30	31 First post due by 11:59 pm

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~ April 2012 ~						
◀ March						May ▶
Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3 All posts due by 11:59 pm	4 Unit 3 Week 11 Globalization and Tripartite Solutions to OSH Problems Assignment: Forum #7	5	6	7 First post due by 11:59 pm
8	9	10 All posts due by 11:59 pm	11 Unit 4 Week 12 Work Transformation, Psycho-social OSH Issues and Terrorism Assignment: Forum #8 Receive Midterm Exam study guide	12	13	14 First post due by 11:59 pm
15	16	17 All posts due by 11:59 pm	18 Unit 5 Week 13 Evaluation Week- 2 nd Midterm Exam Assignment: Study for and take the 2 nd Midterm Exam	19	20	21
22 Midterm exam opens 12:00 am	23	24 Midterm exam closes 11:59 pm	25	26	27	28
29	30 <i>Classes End</i>	Note: <i>You must take the Midterm exam between 4/22 midnight and 4/24 midnight. TIP: Allow for technical or other problems – don't begin your exam too close to the closing hour!</i>				

