Syllabus
Introduction to Labor Studies and Employment Relations 37:575:100:81
School of Management and Labor Relations, Rutgers University
Spring 2012

Course Number: 37:575:100:81
Day and Time: Wednesdays 6:00-8:40 pm
Location: ACCC/Rutgers

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

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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; 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
Preparation
We will be covering a lot of ground in a very short time so please read and bring the assigned material to each class and take good notes.
Participation
Class sessions will include short lectures, small group discussions and group exercises. The expectation is that everyone will actively participate in the class.

When participating in discussions use your experience and the information you get from the readings. When you take a position try to back it up with facts, data and examples. Above 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, talking on cell phones or sending emails are all prohibited during class.

Attendance
Thirty-five percent (35%) of your grade will be based on attendance and participation so it is vitally important to attend 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.

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
Final grades will be based on the following:

1. Class preparation, attendance and participation (35%)
2. Mid-Term Family Member Oral History Project (35%)
3. Collective Bargaining Exercise (5%)
4. Final Exam (25%)

Due Date for Family Member Oral History Project
The Mid-Term Oral History project will be due by March 7th. 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.
Collective Bargaining Exercise
Attendance, participation and preparation will be critical for this exercise!

Final Exam
The final exam will be a written take-home exam that will cover all course readings, lectures, discussion questions, films, exercises, etc.

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 Su11.
- 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 fine all of the course readings.

VI. SYLLABUS

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

WEDNESDAY, JANUARY 18TH. COURSE INTRODUCTION AND OVERVIEW

Read: The syllabus

In-Class: Introduction: Our expectations for the class, review syllabus

For Group Discussion: What does equality of opportunity mean and what does it have to do with unions?

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

WEDNESDAY, JANUARY 25TH. WORK, CLASS AND EQUALITY (PART 1)

Read: Sweet and Meiksins, Chapter 1, “Mapping the Contours of Work.”
Sweet and Meiksins, Chapter 2, “How New is the New Economy?”
Janny Scott and David Leonhardt “Shadowy Lines that Still Divide” (pp. 1-26.

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

Film: People Like Us: Social Class in America

**WEDNESDAY, FEBRUARY 1. WORK, CLASS AND EQUALITY (PART 2)**

Timothy Noah, The Great Divergence, Slate.com

In-Class: Lecture/Discussion on economic inequality in the U.S.

**WEDNESDAY, FEBRUARY 8. WORK, GENDER AND EQUALITY**

Read: Sweet and Meiksins, Chapter 3, “Gender Chasms in the New Economy.”
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”

Film: Rosie the Riveter

**WEDNESDAY, FEBRUARY 15. WORK, RACE, ETHNICITY AND EQUALITY**

Read: Sweet and Meiksins, Chapter 4, “Race, Ethnicity and Work.”
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

Film: At the River I Stand

**PART II: A HISTORICAL FRAMEWORK FOR LABOR AND EMPLOYMENT RELATIONS**

**WEDNESDAY, FEBRUARY 22ND. UNIONS I**

Read: Jeremy Brecher, Strike!—Chapter 1: The Great Upheaval, South End Press, 1997
Leon Fink, *Workingmen’s Democracy: The Knights of Labor and American Politics*—Chapter 1: Working Class Radicalism in the Gilded Age: Defining a Political Culture

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

**In-Class:** Lecture/Discussion on development of labor unions, Knights of Labor, AFL and IWW

**Film:** 1877

**WEDNESDAY, FEBRUARY 29TH. UNION II**

**Read:** Thomas Geoghegan, *Which Side Are You On*, Chapter 3, Before the Lean Years
Voos and Slott, *U.S. Labor History*—Summary of Key Events, 6-8

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

**Film:** Sit Down and Fight: Walter Reuther and the Rise of the Auto Workers Union

**WEDNESDAY, MARCH 7TH. COLLECTIVE BARGAINING (PART I)**

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

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

**Film:** The Final Offer

* **Mid-Term Assignment Due**

**WEDNESDAY, MARCH 21ST. COLLECTIVE BARGAINING (PART II)**

**In-Class:** Conclusion of Collective Bargaining Exercise

**PART III: EMPLOYMENT IN THE GLOBAL ECONOMY**

**WEDNESDAY, MARCH 28TH. THE CORPORATION AND GLOBALIZATION**

**Read:** 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
Film: The Corporation

**Wednesday, April 4th. Work in the Global Economy**

Read: William Greider, Come Home America, Chapters 6-7, 2009
Martino and Bensman, Regular Work in an Irregular Economy, American Prospect, Sept. 2008
Bonacich and Wilson, *Getting the Goods*—Chapter 6, Warehouses and Distribution Centers, 2008

In-Class: Lecture/Discussion–Global Supply Chains
Group Discussion–Surviving the Global Economy
Film: China Blue

**Wednesday, April 11th. What’s A Fair Day’s Work?**

Read: Sweet and Meiksins, Chapter 6, “A Fair Day’s Work.”
Another reading will be posted on Sakia

In-Class: Group Discussion: What Do We Want and What Do Employers Demand?

**Wednesday, April 18th. The Future of Work and Review for Final**

Read: Sweet and Meiksins, Chapter 7, “Reshaping the Contours the New Economy”
Another reading will be posted on Sakia

In-Class: Lecture/Discussion on the Future of Work and Unions
Review for the Final

**Wednesday, April 25th**

Final Exam