



**SACRAMENTO STATE**  
Construction Management

**CM 111**  
**CONSTRUCTION INDUSTRIAL RELATIONS**

**COURSE SYLLABUS**  
**SPRING 2009**

Instructor: Carrie Bushman

Lectures: Fridays, 7:30-10:20 a.m.  
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Office Hours  
Immediately Following Lectures

## **CM 111 - CONSTRUCTION LABOR RELATIONS**

### **COURSE DESCRIPTION**

This class introduces the subject of industrial relations as it pertains to the construction industry. Union or non-union, the construction manager is vitally concerned with the source and quality of the labor he/she uses in the field. This class is designed to investigate these relations and examine some of the problems associated with them.

First, modern day employment law is covered from the view of an employer who must comply with constantly changing laws and regulations regarding hiring, compensation, discipline, discrimination, harassment and termination. Second, the history and current status of the labor movement in the United States is examined. Procedures pertaining to union representation elections, collective bargaining, collective bargaining agreements, strikes and grievance procedures are presented.

The issues covered above are discussed in the context of the construction industry. Emphasis is placed on how covered issues will affect construction managers.

### **PREREQUISITES**

Admission to the Upper Division Construction Program or permission of the course instructor is required before a student may enroll in this class.

### **ACADEMIC HONESTY AND GRADING SYSTEM**

All students are subject to the policies described in the University Catalogue. In particular, students should be familiar with policies described on pages 81-91, pages 98-106, and pages 328-331 in the 2006-2008 CSUS Catalogue. Any instance of academic dishonesty will result in a grade of "F" for the course and all other sanctions as applicable under the current university policy. Academic dishonesty includes, but is not limited to, copying another student's work or using a computer or cell phone to access information when their use has been prohibited.

### **GENERAL COURSE OBJECTIVES**

The purpose of this course is to prepare students to understand the rights and obligations employers have toward employees in a non-union environment and when signatory to a collective bargaining agreement.

### **SPECIFIC LEARNING OUTCOMES**

At the conclusion of this class, the student should be able to:

- Explain legal requirements in hiring, maintaining, compensating and terminating employees;
- Identify prohibited inquiries and protected bases which may not form the basis of employment decisions;
- Explain the difference between a civil lawsuit and various administrative claims;
- Identify common sources of employee litigation against employers and practices for preventing such claims;
- Explain the difference between at-will employment and employment terminable for cause;
- Explain the significant differences between operating union or non-union;
- Identify common provisions contained in collective bargaining agreements;

- Identify prohibited conduct in connection with union organizing, elections and labor disputes;
- Explain how a grievance is processed under a collective bargaining agreement.

**REQUIRED TEXTBOOKS**

- Bennett-Alexander and Hartman, Employment Law for Business, 5<sup>th</sup> Ed., McGraw-Hill Irwin, 2007
- Carrell and Heavrin, Labor Relations and Collecting Bargaining, 8<sup>th</sup> Edition, Pearson / Prentice Hall, 2007

**COURSE ORGANIZATION**

Students will be required to read from two books, the first on the subject of employment law and the second on union/labor relations. In addition, handouts will be distributed to supplement the textbooks. The class periods will consist of lecture and discussion. Students are charged with the responsibility of completing assigned reading ahead of time and taking an active part in the discussion of the subjects listed. Students will be required to submit writing assignments on time. **Assignments turned in late will not be accepted.**

**EVALUATION OF STUDENTS’ PERFORMANCE**

Grades will be weighted as follows

<u>ACTIVITY</u>	<u>POINTS</u>
Attendance, Participation . . . . .	50
Quizzes . . . . .	50
Writing Assignments. . . . .	100
Midterm . . . . .	75
Final Exam. . . . .	75
	350 Points Total

**Note:** Regular attendance is encouraged since a significant amount of the discussion which will take place during classroom lectures is not covered in the textbooks.

**GRADING**

Grades will be assigned in accordance with the grading policy of the university as outlined in the section entitled “Grading System” in the current copy of the university catalog.

**SAC LINK ACCOUNT**

**Note: Students are required to have a Sac Link account for this class.** Registration is available at <https://www.saclink.csus.edu/saclink/> or at the Academic Information Resource Center (the ARC, west of the University Union building).