

HRIR 6701 Labor Relations & Collective Bargaining

Sec 090, Fall 2020, 4 credits

Course Instructor: A-term

Prof. Aaron Sojourner

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Remote Office Hours: Wednesdays 4:00-5:00 p.m. (A term) and by appointment

Course Instructor B-term

Prof. John Budd

Email: jbudd@umn.edu (<mailto:jbudd@umn.edu>)

Remote Office Hours: Mondays 4:00-5:00 p.m. (B term) and by appointment

TA: Fang Hu

Email: huxxx509@umn.edu (<mailto:huxxx509@umn.edu>)

Course Description, Goals, & Objectives

“The inequality of bargaining power between employees who do not possess full freedom of association or actual liberty of contract, and employers who are organized in the corporate or other forms of ownership association substantially burdens and affects the flow of commerce, and tends to aggravate recurrent business depressions, by depressing wage rates and the purchasing power of wage earners in industry and by preventing the stabilization of competitive wage rates and working conditions within and between industries.” (The Wagner Act (1935), Section 1).

This course examines labor relations and collective bargaining, especially the three major processes: **union organizing** (how labor unions are formed), **bargaining** (how union contracts are produced), and **dispute resolution** (how bargaining disputes and grievances are resolved). To understand the operation of these processes, the first part of the course analyzes the framework in which collective bargaining takes place—the legal, historical, economic, and global environment, the structure and goals of the participants, and alternative models of the employment relationship. The latter part of the course examines international comparisons and important current issues. The course

concludes with prospects for the future. The focus of the course is private sector labor relations, but public sector comparisons are highlighted where appropriate.

Course Goals

By the end of this course, students should be able to:

- **Explain** why employees, employers, and society may or may not desire unions (past, present, and future), and **justify** the underlying importance of fundamental assumptions about markets and employment relationship conflict.
- **Manage** the major labor relations processes (union organizing, bargaining, and dispute resolution) by being able to **understand** their features, **interpret** legal standards and rulings, **evaluate** key influences, and **support** specific strategies.
- **Assess** the effect of worker representation on the operation of the workplace, firm, economy, and society.
- **Identify** current challenges in labor relations, **debate** the central controversies, and **recommend** new directions.

Modules (Units)

Foundations

1. Introduction: The Objectives, Practices, and Challenges of Labor Relations
2. Intellectual Foundations: The Labor Problem and Labor Unions

The U.S. Labor Relations System

3. The Evolution of the American Labor Relations System
4. U.S. Labor Law
5. Strategies and Organizing
6. Bargaining and Impasse
7. Contract Clauses, Grievances, and Grievance Arbitration

Challenges and Possibilities

8. Labor Relations in a Pandemic
9. Cooperation and Partnership
10. Comparative Industrial Relations
11. Looking Back, Looking Ahead

[Link to schedule overview \(Google Doc\)](#)

[\(https://docs.google.com/document/d/1pgdOFePXWwDvc_E6XSIMUJirGr-JiEhkbdI9rxBrMB8/edit?usp=sharing\)](https://docs.google.com/document/d/1pgdOFePXWwDvc_E6XSIMUJirGr-JiEhkbdI9rxBrMB8/edit?usp=sharing)

Team Teaching

HRIR 6701 is being co-taught by Professor Aaron Sojourner and Professor John Budd. The two instructors are jointly responsible for the entire course, but Professor Sojourner will generally focus on the first half of the course and Professor Budd on the second half. Each professor will lecture, lead discussions, hold office hours, and grade exercises in their half. Professor Sojourner will handle the NLRB Decision Posting Exercise; Professor Budd will handle the Bargaining Exercise.

Course Meeting Information

Time and Location

Time: September 14th to December 20th, 2020, Mondays, 5:45pm-9:05pm

Place: ONLINE via Zoom

Additional Meetings:

- You will need to work with peers on some course projects. The time and place/method of meeting will be determined by you and your peers.

Attendance, Participation, and Zoom Expectations

This course is being delivered remotely with an emphasis on synchronous interaction during the designated class time each week. The aim of this class is to increase your understanding of the nature and relevance of labor relations through participation and involvement. Lecture attendance and participation in class discussions, online forums, and other venues are important components of the learning process in this course. Please read and/or watch the appropriate materials before class, have access to those materials (including the textbook) during in-class discussions, and be prepared to constructively contribute to class discussions while being an open-minded, active listener.

Please treat the Zoom classroom the same as a traditional classroom, with a particular focus on respect, attentiveness, and engagement. Ask questions in real time by speaking up, raising your hand, or using the chat feature. Please keep your microphone muted when not speaking, but do not hesitate to participate. Also, be sure to let the instructors know in real time if something isn't working. To build a sense of community, we hope that you will feel comfortable having your video on, especially during discussions. But we also recognize that this can sometimes be a source of added stress or discomfort so the use of video is not mandatory; rather, the top priorities are learning and engagement. Please add a picture of yourself to your **Zoom profile** (<https://support.zoom.us/hc/en-us/articles/201363203-Customizing-your-profile>) and make sure that your screenname includes your preferred first name and last name.

Textbook & Reading Materials

Required Course Materials

This course relies heavily on the labor relations textbook authored by Professor Budd based on his teaching of this course:

John W. Budd (2021) *Labor Relations: Striking a Balance*, 6th ed. (New York: McGraw-Hill Education).

Any format of the textbook is acceptable (e.g., printed, ebook). Various formats are available from the **[University of Minnesota Bookstore](https://bookstores.umn.edu/course/hrir-6701-lec-090-lab-rel-coll-barg-twin-cities-fall-2020)** **[_\(https://bookstores.umn.edu/course/hrir-6701-lec-090-lab-rel-coll-barg-twin-cities-fall-2020\)](https://bookstores.umn.edu/course/hrir-6701-lec-090-lab-rel-coll-barg-twin-cities-fall-2020)**, **[McGraw-Hill](https://www.mheducation.com/highered/product/126026050X.html#textbookCollapse)** **[_\(https://www.mheducation.com/highered/product/126026050X.html#textbookCollapse\)](https://www.mheducation.com/highered/product/126026050X.html#textbookCollapse)**, and various online booksellers . The 6th edition is preferred but the 5th edition will be acceptable for most of the course.

Optional Supplementary Materials

Jane McAlevey (2012) *Raising Expectations (and Raising Hell): My Decade Fighting for the Labor Movement* (London: Verso). [A long-time labor activist uses stories of bold union organizing and contract victories to create a blueprint for reviving the U.S. labor movement through “whole worker” organizing.]

Pierre Cahuc and Andre Zylberberg (2004) *Labor Economics* (Cambridge, MA: MIT Press), **[Chapter 7](#)** **[↓_\(https://canvas.umn.edu/courses/198321/files/13199286/download?download_frd=1\)](https://canvas.umn.edu/courses/198321/files/13199286/download?download_frd=1)** . [A technical overview of the standard economic models of labor unions and bargaining.]

Jonathan D. Rosenblum (1998) *Copper Crucible: How the Arizona Miners Strike of 1983 Recast Labor-Management Relations in America*, 2nd ed. (Ithaca, NY: ILR Press). [A journalistic account that brings labor relations to life at one work site, with important historical and modern aspects.]

Online Exploration

Students are encouraged to supplement their reading with an exploration of relevant online information sources. The **[AFL-CIO](http://www.aflcio.org/)** (**<http://www.aflcio.org/>**), **[Industrial Workers of the World](http://www.iww.org/)** (**<http://www.iww.org/>**), **[numerous individual unions](http://en.wikipedia.org/wiki/List_of_trade_unions)** (**http://en.wikipedia.org/wiki/List_of_trade_unions**), and worker movements, **[SHRM](https://www.shrm.org/resourcesandtools/hr-topics/labor-relations/pages/default.aspx)** (**<https://www.shrm.org/resourcesandtools/hr-topics/labor-relations/pages/default.aspx>**), and other professional associations have **[Twitter feeds](https://twitter.com/i/lists/1289606284094955520)** **[_\(https://twitter.com/i/lists/1289606284094955520\)](https://twitter.com/i/lists/1289606284094955520)** and informative websites. **[Workday Minnesota](http://workdayminnesota.org/)** (**<http://workdayminnesota.org/>**) and **[LabourStart](http://www.labourstart.org/)** (**<http://www.labourstart.org/>**) are two of many Twitter accounts and websites providing labor news. National Labor Relations Board (NLRB) decisions and documents can be accessed from its **[website](http://www.nlr.gov/)** (**<http://www.nlr.gov/>**).

Assignments & Grading

Assignment Weights

Participation/Class Discussion	10 %
Debate	20 %
NLRB Decision Posting	15 %
The Zinnia Bargaining Exercise	25 %
Contemporary Issue Explainer	15 %
Final Exam	15 %
Glossary of Key Terms	extra credit

Assignments Summary

(See individual assignment pages for details and due dates)

Participation/Class Discussion: Constructive and respectful contributions to class discussions, online forums, and other venues, and consistent class attendance without excessive, unexcused absences.

Debates: An in-class debate between two teams on a specific issue. For each debate, one team will be assigned to argue the affirmative case and one side will argue the negative.

NLRB Decision Posting: A brief summarizing the facts of an assigned National Labor Relations Board (NLRB) decision, its important points of law, and its legal and practical significance. Each brief will be written by a group and posted to an online discussion area. All class members are expected to read all of the postings and add at least one question.

The Zinnia Bargaining Exercise: A collective bargaining simulation in which pairs of small groups, acting as union and management teams, negotiate terms for a new collective bargaining agreement covering workers at the fictitious hotel, **The Zinnia** (<http://jbudd.csom.umn.edu/ZINNIA19ND/zinnia.html>).

Contemporary Issue Explainer: A written, audio, video, or graphical capsule summarizing key controversies and alternative perspectives on a current issue in labor relations (broadly defined).

~~**Final Exam:** An essay-based, take-home final exam covering important issues drawn from the entire course.~~

Glossary of Key Terms: An individually-constructed glossary of brief definitions of key terms from designated chapters of the textbook.

Peer Evaluation

For all group assignments, the instructors reserve the right to add peer evaluation worth up to 25% of the assignment grade when there are concerns with disrespectful behavior, free riding, and/or other detrimental conduct.

Make-up for Missed Attendance, Assignments, & Exams

Please review the [university policy on make-up work](https://policy.umn.edu/education/makeupwork) [.\(https://policy.umn.edu/education/makeupwork\)](https://policy.umn.edu/education/makeupwork)

Learning Community Expectations

Professors, students, and other participants in the HRIR 6701 learning community are expected to behave respectfully, professionally, and empathetically at all times. These expectations include, but are not limited to, the following

Inclusion and Civility

Always demonstrate the utmost respect to class participants, guests, and your group members. Welcome diverse perspectives and voices to be heard and understood. Engage in a collaborative exploration of issues rather than a defense of pre-conceived ideas. Contribute to the class and your groups in a constructive, inclusive, supportive, and respectful manner free from rudeness, prejudice, bias, and harassment. Listen thoughtfully to others, do not interrupt, and respond to dissenting views with reason, civility, and empathy. .

Honesty

Do your own work. Plagiarizing from other students, books and journals, the internet, and other sources is a serious offense and is not acceptable. Be sure to fully cite your work. Make honest contributions to your group projects (do not be a free rider).

All course materials, such as slides, assignments, videos, and classroom recordings, are only for the use of students enrolled in this course, and it is dishonest to share them. Students must not share any of these materials with other University of Minnesota students not in the same section of this course, and must not distribute, upload, or share them in any other manner inside and outside of the university. This violates the instructor's rights to their intellectual work product, violates student privacy, and allows others to cheat.

Attentiveness

Find a location for class sessions and group work that allows you to be attentive. Mute your microphone when not speaking, and try to avoid other distracting or disruptive behaviors. Unforeseen events occur and students have multiple demands on their time. If you have to attend to something else, please make sure your microphone is muted and your video is off. Only use the chat for the task at hand.

Flexibility and Patience

We are in uncertain times. Please be flexible and patient if there are technological disruptions or if any aspect of the course must change. Please communicate openly with the instructors if you experience

problems or have concerns.

Preparation

Come to class prepared to listen, learn, and participate. Attend group meetings prepared to make full contributions and to help other group members make valuable contributions. Ask questions when you are confused!

Timeliness

Complete assignments on time. Be on time for class. If you must arrive late or leave early, please do so quietly. Provide advance notice to the professor whenever possible.;

Tennessee Warning Notice Pursuant to MN Department of Administration's Data Practices

To make this class more accessible to all enrolled students, we intend to record all class lectures and discussions. Since your audio/video may be part of those recordings we are informing you. Along with the instructor and teaching assistants, these recordings will be shared with only the students enrolled in the class during this semester, in accordance with FERPA regulations. De-identified lectures may be shared by the instructors with parties not enrolled in this class this semester.

Carlson & University Policies

Student Academic Misconduct and Scholastic Dishonesty

The Carlson School defines academic misconduct as any act by a student that misrepresents the student's own academic work or that compromises the academic work of another. Scholastic misconduct includes (but is not limited to) cheating on assignments or examinations, plagiarizing, i.e., misrepresenting as one's own work any work done by another, submitting the same paper, or substantially similar papers, to meet the requirement of more than one course without the approval and consent of the instructors concerned, or sabotaging another's work. Within this general definition, however, instructors determine what constitutes academic misconduct in the courses they teach. Students found guilty of academic misconduct face penalties ranging from lowering of the course grade or awarding a grade of F or N for the entire course, to suspension from the University.

Review the **[Student Conduct Code](https://z.umn.edu/policy-carlson_student_conduct_code)** **[.\(https://z.umn.edu/policy-carlson_student_conduct_code\)](https://z.umn.edu/policy-carlson_student_conduct_code)** and **[Student Conduct and Academic Integrity website](https://z.umn.edu/student_conduct_academic_integrity)** **[.\(https://z.umn.edu/student_conduct_academic_integrity\)](https://z.umn.edu/student_conduct_academic_integrity)**.

If you are interested in learning more about how to cite sources and avoid plagiarism, U of M libraries offers online **[tutorials and tools related to citations](https://z.umn.edu/research_citation_tools)** **[.\(https://z.umn.edu/research_citation_tools\)](https://z.umn.edu/research_citation_tools)**. You

can also visit the **[Center for Writing](https://z.umn.edu/center_for_writing)** **[_\(https://z.umn.edu/center_for_writing\)_](https://z.umn.edu/center_for_writing)** for additional assistance.

Accommodations for Students with Disabilities

The University of Minnesota is committed to providing all students equal access to learning opportunities.

The Disability Resource Center (DRC) is the campus office that works with students who have disabilities to provide and/or arrange reasonable accommodations. Students registered with the DRC, who have a letter requesting accommodations, are encouraged to contact the instructor early in the semester. Students who have, or think they may have, a disability (e.g. psychiatric, attention, learning, vision, hearing, physical, or systemic), are invited to contact the DRC for a confidential discussion at 612-626-1333 (V/TTY) or at **drc@umn.edu** **[_\(mailto:drc@umn.edu\)_](mailto:drc@umn.edu)**. Additional information is available on the **[Disability Resource Center website](https://z.umn.edu/disability_resource_center)** **[_\(https://z.umn.edu/disability_resource_center\)_](https://z.umn.edu/disability_resource_center)**.

Title IX

[Title IX](https://z.umn.edu/title_ix_process) **[_\(https://z.umn.edu/title_ix_process\)_](https://z.umn.edu/title_ix_process)** prohibits sex discrimination, including sexual harassment, sexual assault, stalking, and relationship violence, in education.

Students with Mental Health and Stress Management

As a student you may experience a range of issues that can cause barriers to learning, such as strained relationships, increased anxiety, alcohol/drug problems, feeling down, difficulty concentrating and/or lack of motivation. These mental health concerns or stressful events may lead to diminished academic performance or reduce a student's ability to participate in daily activities. University of Minnesota services are available to assist you with addressing these and other concerns you may be experiencing. Learn more about the broad range of confidential **[mental health services](https://z.umn.edu/mental_health_services)** **[_\(https://z.umn.edu/mental_health_services\)_](https://z.umn.edu/mental_health_services)** available on campus.

Student Writing Support

As a student, you may experience challenges in your writing. The University of Minnesota has a **[student writing support resource](https://z.umn.edu/student_writing_support)** **[_\(https://z.umn.edu/student_writing_support\)_](https://z.umn.edu/student_writing_support)** to help with your writing.

Additional University Policies

1. Grade definitions from the Administrative Policy: **[Grading and Transcripts: Twin Cities, Crookston, Morris, Rochester](https://z.umn.edu/policy-grading_definitions_transcripts)** **[_\(https://z.umn.edu/policy-grading_definitions_transcripts\)_](https://z.umn.edu/policy-grading_definitions_transcripts)**.
2. Scholastic Dishonesty (see Board of Regents Policy: **[Student Conduct Code](https://z.umn.edu/policy-student_conduct_code)** **[_\(https://z.umn.edu/policy-student_conduct_code\)_](https://z.umn.edu/policy-student_conduct_code)** and the Administrative Policy: **[Teaching and Learning: Instructor and Unit Responsibilities: Twin Cities, Morris, Rochester](https://z.umn.edu/policy-instructor_unit_responsibilities)** **[_\(https://z.umn.edu/policy-instructor_unit_responsibilities\)_](https://z.umn.edu/policy-instructor_unit_responsibilities)**).
3. Administrative Policy: **[Makeup Work for Legitimate Absences: Twin Cities, Crookston, Morris, Rochester](https://z.umn.edu/policy-makeup_work)** **[_\(https://z.umn.edu/policy-makeup_work\)_](https://z.umn.edu/policy-makeup_work)**.

4. Board of Regents Policy: **[Student Conduct Code](https://z.umn.edu/policy-student_conduct_code)** [_\(https://z.umn.edu/policy-student_conduct_code\)](https://z.umn.edu/policy-student_conduct_code); Administrative Policy: **[Teaching and Learning: Student Responsibilities \(Twin Cities, Crookston, Morris, Rochester\)](https://z.umn.edu/policy-student_responsibilities)** [_\(https://z.umn.edu/policy-student_responsibilities\)](https://z.umn.edu/policy-student_responsibilities)
5. Board of Regents Policy: **[Sexual Harassment, Sexual Assault, Stalking and Relationship Violence](https://z.umn.edu/policy-sexual_harassment_assault_stalking_relationship_violence)** [_\(https://z.umn.edu/policy-sexual_harassment_assault_stalking_relationship_violence\)](https://z.umn.edu/policy-sexual_harassment_assault_stalking_relationship_violence)
6. Board of Regents Policy: **[Equity, Diversity, Equal Employment Opportunity, and Affirmative Action](https://z.umn.edu/policy-equity_diversity_eo_aa)** [_\(https://z.umn.edu/policy-equity_diversity_eo_aa\)](https://z.umn.edu/policy-equity_diversity_eo_aa)
7. Board of Regents Policy: **[Disability Services](https://z.umn.edu/policy-disability_services)** [_\(https://z.umn.edu/policy-disability_services\)](https://z.umn.edu/policy-disability_services)
8. Board of Regents Policy: **[Academic Freedom and Responsibility](https://z.umn.edu/policy-academic_freedom_responsibility)** [_\(https://z.umn.edu/policy-academic_freedom_responsibility\)](https://z.umn.edu/policy-academic_freedom_responsibility)

Course Summary:

Date	Details	Due
Mon Sep 14, 2020	 <u>HRIR 6701 Labor Relations and Collective Bargaining (Fall 2020)</u> _(https://canvas.umn.edu/calendar?event_id=250040&include_contexts=course_198321)	5:30pm to 8:30pm
Wed Sep 16, 2020	 <u>HRIR 6701: Office Hour with Prof. Sojourner (A term)</u> _(https://canvas.umn.edu/calendar?event_id=270033&include_contexts=course_198321)	4pm to 5pm
Mon Sep 21, 2020	 <u>HRIR 6701 Labor Relations and Collective Bargaining (Fall 2020)</u> _(https://canvas.umn.edu/calendar?event_id=250041&include_contexts=course_198321)	5:30pm to 8:30pm
Wed Sep 23, 2020	 <u>HRIR 6701: Office Hour with Prof. Sojourner (A term)</u> _(https://canvas.umn.edu/calendar?event_id=270034&include_contexts=course_198321)	4pm to 5pm
Thu Sep 24, 2020	 <u>Debate 1: Resolved that HR policies need to deliver equity and voice only to the extent that equity and voice improve efficiency.</u> _(https://canvas.umn.edu/courses/198321/assignments/1118883) (Debate 1 Pro)	due by 5:45pm

Date	Details	Due
Mon Sep 28, 2020	 <u>Debate 1: Resolved that HR policies need to deliver equity and voice only to the extent that equity and voice improve efficiency.</u> https://canvas.umn.edu/courses/198321/assignments/1118883 (Debate 1 Con)	due by 5:45pm
Mon Sep 28, 2020	 <u>Contemporary Issue Explainer: Individual Exploration and Indication of Interest</u> https://canvas.umn.edu/courses/198321/assignments/1232506	due by 5pm
Wed Sep 30, 2020	 <u>HRIR 6701 Labor Relations and Collective Bargaining (Fall 2020)</u> https://canvas.umn.edu/calendar?event_id=250042&include_contexts=course_198321	5:30pm to 8:30pm
Wed Sep 30, 2020	 <u>HRIR 6701: Office Hour with Prof. Sojourner (A term)</u> https://canvas.umn.edu/calendar?event_id=270035&include_contexts=course_198321	4pm to 5pm
Thu Oct 1, 2020	 <u>Debate 2: Resolved that U.S. soldiers should be allowed to join unions.</u> https://canvas.umn.edu/courses/198321/assignments/1300996 (Debate 2 Pro)	due by 5:45pm
Thu Oct 1, 2020	 <u>Debate 2: Resolved that U.S. soldiers should be allowed to join unions.</u> https://canvas.umn.edu/courses/198321/assignments/1300996 (Debate 2 Con)	due by 5:45pm
Mon Oct 5, 2020	 <u>HRIR 6701 Labor Relations and Collective Bargaining (Fall 2020)</u> https://canvas.umn.edu/calendar?event_id=250043&include_contexts=course_198321	5:30pm to 8:30pm
Wed Oct 7, 2020	 <u>HRIR 6701: Office Hour with Prof. Sojourner (A term)</u> https://canvas.umn.edu/calendar?event_id=270036&include_contexts=course_198321	4pm to 5pm

Date	Details	Due
Thu Oct 8, 2020	 <u>Debate 3: Resolved that the federal government should pass a nationally-binding right-to-work law.</u> https://canvas.umn.edu/courses/198321/assignments/1302024 (Debate 3 Pro)	due by 5:45pm
	 <u>Debate 3: Resolved that the federal government should pass a nationally-binding right-to-work law.</u> https://canvas.umn.edu/courses/198321/assignments/1302024 (Debate 3 Con)	due by 5:45pm
Mon Oct 12, 2020	 <u>HRIR 6701 Labor Relations and Collective Bargaining (Fall 2020)</u> https://canvas.umn.edu/calendar?event_id=250044&include_contexts=course_198321	5:30pm to 8:30pm
Wed Oct 14, 2020	 <u>HRIR 6701: Office Hour with Prof. Sojourner (A term)</u> https://canvas.umn.edu/calendar?event_id=270037&include_contexts=course_198321	4pm to 5pm
Thu Oct 15, 2020	 <u>Debate 4: Resolved that closing a plant to avoid bargaining with a newly-certified union is ethical.</u> https://canvas.umn.edu/courses/198321/assignments/1302026 (Debate 4 Con)	due by 5:45pm
	 <u>Debate 4: Resolved that closing a plant to avoid bargaining with a newly-certified union is ethical.</u> https://canvas.umn.edu/courses/198321/assignments/1302026 (Debate 4 Pro)	due by 5:45pm
Fri Oct 16, 2020	 <u>NLRB Decision Posting - Q&A for Group 1</u> https://canvas.umn.edu/courses/198321/assignments/1118882	due by 11:59pm
	 <u>NLRB Decision Posting - Q&A for Group 10</u> https://canvas.umn.edu/courses/198321/assignments/1118873	due by 11:59pm

Date	Details	Due
	 NLRB Decision Posting - Q&A for Group 2 https://canvas.umn.edu/courses/198321/assignments/1118881	due by 11:59pm
	 NLRB Decision Posting - Q&A for Group 3 https://canvas.umn.edu/courses/198321/assignments/1118880	due by 11:59pm
	 NLRB Decision Posting - Q&A for Group 4 https://canvas.umn.edu/courses/198321/assignments/1118879	due by 11:59pm
	 NLRB Decision Posting - Q&A for Group 5 https://canvas.umn.edu/courses/198321/assignments/1118878	due by 11:59pm
	 NLRB Decision Posting - Q&A for Group 6 https://canvas.umn.edu/courses/198321/assignments/1118877	due by 11:59pm
	 NLRB Decision Posting - Q&A for Group 7 https://canvas.umn.edu/courses/198321/assignments/1118876	due by 11:59pm
	 NLRB Decision Posting - Q&A for Group 8 https://canvas.umn.edu/courses/198321/assignments/1118875	due by 11:59pm
	 NLRB Decision Posting - Q&A for Group 9 https://canvas.umn.edu/courses/198321/assignments/1118874	due by 11:59pm
Mon Oct 19, 2020	 HRIR 6701 Labor Relations and Collective Bargaining (Fall 2020) https://canvas.umn.edu/calendar?event_id=250045&include_contexts=course_198321	5:30pm to 8:30pm
Wed Oct 21, 2020	 HRIR 6701: Office Hour with Prof. Sojourner (A term) https://canvas.umn.edu/calendar?event_id=270038&include_contexts=course_198321	4pm to 5pm

Date	Details	Due
Thu Oct 22, 2020	 <u>NLRB Memo - Post a question in another group's discussion</u> https://canvas.umn.edu/courses/198321/assignments/1118893	due by 11:59pm
Thu Oct 22, 2020	 <u>Debate 5: Resolved that the AFL-CIO should expel police unions.</u> https://canvas.umn.edu/courses/198321/assignments/1302029 (Debate 5 Con)	due by 5:45pm
Thu Oct 22, 2020	 <u>Debate 5: Resolved that the AFL-CIO should expel police unions.</u> https://canvas.umn.edu/courses/198321/assignments/1302029 (Debate 5 Pro)	due by 5:45pm
Fri Oct 23, 2020	 <u>Rubric: NLRB Memo and question answers</u> https://canvas.umn.edu/courses/198321/assignments/1269551	due by 11:59pm
Mon Oct 26, 2020	 <u>HRIR 6701 Labor Relations and Collective Bargaining (Fall 2020)</u> https://canvas.umn.edu/calendar?event_id=250046&include_contexts=course_198321	5:30pm to 8:30pm
Wed Oct 28, 2020	 <u>HRIR 6701: Office Hour with Prof. Sojourner (A term)</u> https://canvas.umn.edu/calendar?event_id=270039&include_contexts=course_198321	4pm to 5pm
Fri Oct 30, 2020	 <u>Contemporary Issue Explainer: Identifying the Group's Topic</u> https://canvas.umn.edu/courses/198321/assignments/1437521	due by 11:59pm
Mon Nov 2, 2020	 <u>HRIR 6701--Budd Office Hours</u> https://canvas.umn.edu/calendar?event_id=246342&include_contexts=course_198321	4pm to 5pm
Mon Nov 2, 2020	 <u>HRIR 6701 (090) Labor Relations and Collective Bargaining (Fall 2020)</u> https://canvas.umn.edu/calendar?event_id=238707&include_contexts=course_198321	5:30pm to 9:30pm

Date	Details	Due
Thu Nov 5, 2020	 <u>Debate 6: Resolved that the United States should ban permanent strike replacements.</u> https://canvas.umn.edu/courses/198321/assignments/1302033 (Debate 6 Pro)	due by 5:45pm
	 <u>Debate 6: Resolved that the United States should ban permanent strike replacements.</u> https://canvas.umn.edu/courses/198321/assignments/1302033 (Debate 6 Con)	due by 5:45pm
Mon Nov 9, 2020	 <u>HRIR 6701--Budd Office Hours</u> https://canvas.umn.edu/calendar?event_id=246343&include_contexts=course_198321	4pm to 5pm
	 <u>HRIR 6701 (090) Labor Relations and Collective Bargaining (Fall 2020)</u> https://canvas.umn.edu/calendar?event_id=238708&include_contexts=course_198321	5:30pm to 9:30pm
Thu Nov 12, 2020	 <u>Debate 7: Resolved that police officers' collective bargaining rights should be limited to wages and other economic issues and should exclude discipline and work rules.</u> https://canvas.umn.edu/courses/198321/assignments/1302035 (Debate 7 Con)	due by 5:45pm
	 <u>Debate 7: Resolved that police officers' collective bargaining rights should be limited to wages and other economic issues and should exclude discipline and work rules.</u> https://canvas.umn.edu/courses/198321/assignments/1302035 (Debate 7 Pro)	due by 5:45pm
Mon Nov 16, 2020	 <u>HRIR 6701--Budd Office Hours</u> https://canvas.umn.edu/calendar?event_id=246344&include_contexts=course_198321	4pm to 5pm

Date	Details	Due
	 <u>Zinnia Bargaining Exercise: Negotiation Plan</u> (https://canvas.umn.edu/courses/198321/assignments/1118896)	due by 5pm
	 <u>HRIR 6701 (090) Labor Relations and Collective Bargaining (Fall 2020)</u> (https://canvas.umn.edu/calendar?event_id=238709&include_contexts=course_198321)	5:30pm to 9:30pm
	 <u>Find a Union Contract</u> (https://canvas.umn.edu/courses/198321/assignments/1240932)	due by 5:30pm
Thu Nov 19, 2020	 <u>Debate 8: Resolved that the United States should require companies to have mandatory arbitration systems to resolve all employee discrimination lawsuits in nonunion workplaces.</u> (https://canvas.umn.edu/courses/198321/assignments/1302072) (Debate 8 Con)	due by 5:45pm
	 <u>Debate 8: Resolved that the United States should require companies to have mandatory arbitration systems to resolve all employee discrimination lawsuits in nonunion workplaces.</u> (https://canvas.umn.edu/courses/198321/assignments/1302072) (Debate 8 Pro)	due by 5:45pm
	 <u>HRIR 6701--Budd Office Hours</u> (https://canvas.umn.edu/calendar?event_id=246345&include_contexts=course_198321)	4pm to 5pm
Mon Nov 23, 2020	 <u>Zinnia Bargaining Exercise: Initial Bargaining Session</u> (https://canvas.umn.edu/courses/198321/assignments/1237203)	due by 5pm
	 <u>HRIR 6701 (090) Labor Relations and Collective Bargaining (Fall 2020)</u> (https://canvas.umn.edu/calendar?event_id=238710&include_contexts=course_198321)	5:30pm to 9:30pm

Date	Details	Due
Thu Nov 26, 2020	 <u>Debate 9: Resolved that all U.S. workplaces must have an employee-controlled “safe work committee” that has the authority to determine pandemic-related safety standards.</u> (https://canvas.umn.edu/courses/198321/assignments/1302079) (Debate 9 Pro)	due by 5:45pm
	 <u>Debate 9: Resolved that all U.S. workplaces must have an employee-controlled “safe work committee” that has the authority to determine pandemic-related safety standards.</u> (https://canvas.umn.edu/courses/198321/assignments/1302079) (Debate 9 Con)	due by 5:45pm
	 <u>HRIR 6701--Budd Office Hours</u> (https://canvas.umn.edu/calendar?event_id=246346&include_contexts=course_198321)	4pm to 5pm
Mon Nov 30, 2020	 <u>Contemporary Issue Explainer: Jigsaw Discussion with Handout</u> (https://canvas.umn.edu/courses/198321/assignments/1239392)	due by 5pm
	 <u>HRIR 6701 (090) Labor Relations and Collective Bargaining (Fall 2020)</u> (https://canvas.umn.edu/calendar?event_id=238711&include_contexts=course_198321)	5:30pm to 9:30pm
Thu Dec 3, 2020	 <u>Debate 10: Resolved that sector bargaining between labor unions and employers' associations should be adopted in the United States, with the terms extended to all establishments in that sector.</u> (https://canvas.umn.edu/courses/198321/assignments/1302084) (Debate 10 Con)	due by 5:45pm

Date	Details	Due
Sat Dec 5, 2020	 <u>Debate 10: Resolved that sector bargaining between labor unions and employers' associations should be adopted in the United States, with the terms extended to all establishments in that sector.</u> https://canvas.umn.edu/courses/198321/assignments/1302084 (Debate 10 Pro)	due by 5:45pm
Sat Dec 5, 2020	 <u>Zinnia Bargaining Exercise: Summary of New Settlement Terms</u> https://canvas.umn.edu/courses/198321/assignments/1237387	due by 11:59pm
Mon Dec 7, 2020	 <u>HRIR 6701--Budd Office Hours</u> https://canvas.umn.edu/calendar?event_id=246347&include_contexts=course_198321	4pm to 5pm
Mon Dec 7, 2020	 <u>Zinnia Bargaining Exercise: Constituency Memo or Message</u> https://canvas.umn.edu/courses/198321/assignments/1118895	due by 5pm
Fri Dec 11, 2020	 <u>HRIR 6701 (090) Labor Relations and Collective Bargaining (Fall 2020)</u> https://canvas.umn.edu/calendar?event_id=238712&include_contexts=course_198321	5:30pm to 9:30pm
Fri Dec 11, 2020	 <u>Watch For Striking Excerpts</u> https://canvas.umn.edu/courses/198321/assignments/1240588	due by 11:59pm
Mon Dec 14, 2020	 <u>HRIR 6701--Budd Office Hours</u> https://canvas.umn.edu/calendar?event_id=246348&include_contexts=course_198321	4pm to 5pm
Mon Dec 14, 2020	 <u>Give feedback as group - Zinnia Peer Evaluation [FeedbackFruits]</u> https://canvas.umn.edu/calendar?event_id=458761&include_contexts=course_198321	5pm
Mon Dec 14, 2020	 <u>Sharing Current Events in Padlet</u> https://canvas.umn.edu/courses/198321/assignments/1261967	due by 5pm

Date	Details	Due
	 HRIR 6701 (090) Labor Relations and Collective Bargaining (Fall 2020) (https://canvas.umn.edu/calendar?event_id=238713&include_contexts=course_198321)	5:30pm to 9:30pm
Tue Dec 15, 2020	 Give feedback as group - Zinnia Bargaining Exercise: Peer Evaluation [Feedback Fruits] (https://canvas.umn.edu/calendar?event_id=458762&include_contexts=course_198321)	11:59am
	 Zinnia Bargaining Exercise: Peer Evaluation [Feedback Fruits] (https://canvas.umn.edu/courses/198321/assignments/1237128)	due by 11:59am
	 Contemporary Issue Explainer: The Explainer (https://canvas.umn.edu/courses/198321/assignments/1239384)	due by 11:59pm
Sun Dec 20, 2020	 Extra Credit (Glossary of Key Terms) (https://canvas.umn.edu/courses/198321/assignments/1232530)	due by 11:59pm
	 Final Exam (Cancelled Fall 2020) (https://canvas.umn.edu/courses/198321/assignments/1254940)	due by 11:59pm
	 Final Exam Overview (https://canvas.umn.edu/courses/198321/assignments/1254965)	due by 11:59pm
	 Answered all NLRB memo questions (https://canvas.umn.edu/courses/198321/assignments/1482176)	
	 Contemporary Issue Explainer: Overview (https://canvas.umn.edu/courses/198321/assignments/1238396)	
	 Debate Topics, Schedule, Guidelines, and Hints (https://canvas.umn.edu/courses/198321/assignments/1233500)	

Date	Details	Due
	 <u>Final Exam (Obsolete)</u> (https://canvas.umn.edu/courses/198321/assignments/1118865)	
	 <u>Ignore</u> (https://canvas.umn.edu/courses/198321/assignments/1413799)	
	 <u>NLRB Decision Posting: Overview and Instructions</u> (https://canvas.umn.edu/courses/198321/assignments/1118892)	
	 <u>Participation/Class Discussion</u> (https://canvas.umn.edu/courses/198321/assignments/1118894)	
	 <u>Zinnia Bargaining Exercise: Overview and Instructions</u> (https://canvas.umn.edu/courses/198321/assignments/1237322)	