

EMPLOYMENT AND LABOR RELATIONS

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<https://clas.wayne.edu/labor-studies> (<https://clas.wayne.edu/labor-studies/>)

- Employment and Labor Relations (M.A.) (<http://bulletins.wayne.edu/graduate/college-liberal-arts-sciences/employment-labor-relations/employment-labor-relations-ma/>)

ELR 5100 Advocacy Journalism and Labor Cr. 3

This class will investigate labor journalism from its origins to its modern state, with a focus on how to write for the labor press. Offered Every Other Winter.

ELR 5200 Dispute Resolution in Labor and Employment Cr. 3

This course will provide an exploration of dispute resolution in labor and employment. We will include examining the causes of many disputes, the communication and negotiation skills necessary to resolve them, and the use of a third-party neutrals such as mediators and arbitrators. The use of the grievance procedure will be examined as the primary means of dispute resolution in organized work forces, and the skills necessary to successfully resolve differences. The law of dispute resolution, from the NLRB's authority to resolve unfair labor practice charges, to the EEOC's charge process and the judicial enforcement of agreements to arbitrate and enforce awards will be covered. Offered Every Other Winter.

ELR 7000 Introduction to Labor and Employment Relations Cr. 3

Introduction to the broad and changing field of labor and employment relations. Topics from the nature of work and role of labor in society to current labor and employment laws. Offered Fall.

Restriction(s): Enrollment is limited to Graduate level students.

ELR 7010 Health Care, Retirement, and Employee Benefit Plans Cr. 3

Comprehensive understanding of employee benefits issues and practices. Offered Fall.

Restriction(s): Enrollment is limited to Graduate level students.

ELR 7400 Labor Relations Law in North America Cr. 3

Federal and provincial regulation of union organizing, collective bargaining and union contract administration in the private sector. Content, administration and judicial interpretation of labor relations legislation in the United States, Mexico, and the Canadian province of Ontario. Offered Yearly.

Restriction(s): Enrollment is limited to Graduate level students.

ELR 7420 Labor and American Politics Cr. 3

The role of organized labor in American politics. Historical background; race, gender, and immigration as they shape labor politics; current issues for the labor movement and labor's political agenda; organized labor's future as a force in politics and governance. Offered Every Other Year.

Restriction(s): Enrollment is limited to Graduate level students.

Equivalent: PS 6070

ELR 7430 Public Sector Labor Relations Cr. 3

History, present functions, problems and current controversies surrounding public sector unions. Offered Every Other Year.

Restriction(s): Enrollment is limited to Graduate level students.

Equivalent: PS 6340

ELR 7450 Employment Relations Law in North America Cr. 3

Federal and state legislation affecting employee-employer relations: discrimination, pension, occupational safety and health, fair labor standards. Implementation of these policies, effect on worker-manager relations: Canada, Mexico, United States. Required core course. Offered Spring/Summer.

Restriction(s): Enrollment is limited to Graduate level students.

ELR 7550 Selected Topics in Employment and Labor Relations Cr. 3

Various topics to be offered on a limited basis to meet needs of students with special interests not covered by regular course offerings. Offered Intermittently.

Restriction(s): Enrollment is limited to Graduate level students.

Repeatable for 9 Credits

ELR 7600 Internship in Employment and Labor Relations Cr. 1-3

Active involvement in employment and labor relations duties for an employer, union, government agency, or employment and labor relations professional; apprenticeship to a labor arbitrator; or other appropriate opportunity for industrial relations experience. At least eight hours per week; may be paid or unpaid. Offered Every Term.

Restriction(s): Enrollment limited to students in the MA in Employ & Labor Relations program; enrollment is limited to Graduate level students.

Repeatable for 3 Credits

ELR 7670 Leadership Excellence Through Workplace Inclusion Cr. 3

This course equips students with the skills and knowledge to navigate today's diverse workplaces and employee relations. Integrating diversity, equity, and inclusion (DEI) principles with practical management strategies, students will develop the tools to excel as leaders in any organizational setting. By the end of the course, students will be prepared to foster inclusive workplaces where all employees can thrive. Offered Yearly.

Equivalent: MGT 7670

ELR 7700 Current and Future Trends in Collective Bargaining Cr. 3

Collective bargaining, current and future directions; emphasis on joint union-management approach to developing programs improving the quality of work life through workers' involvement in the decision-making process; examination of practical procedures to initiate and implement such programs. Offered Fall.

Restriction(s): Enrollment limited to students in the MA in Employ & Labor Relations program; enrollment is limited to Graduate level students.

ELR 7990 Directed Study Cr. 1-4

Intensive study of significant industrial relations topic against background of more general course work. Preparation of term paper required. Offered Every Term.

Restriction(s): Enrollment limited to students in the MA in Employ & Labor Relations program; enrollment is limited to Graduate level students.

Repeatable for 4 Credits

ELR 7999 Master's Essay Direction Cr. 3

Plan B alternative to a three-credit elective course. Opportunity for intensive research and writing experience on relevant subject matter. Offered Every Term.

Restriction(s): Enrollment limited to students with a class of Candidate Masters; enrollment limited to students in the MA in Employ & Labor Relations program; enrollment is limited to Graduate level students.

ELR 8000 International Employment Labor Relations and Human Resources Cr. 3

Provides an understanding of the role of international ELR and divided into three areas of study: the economic, political, and social contexts of international ELR; strategic and functional ELR policies and practices cross-nationally; and cross-national comparisons on dimensions of efficiency, equity, and voice. Covers issues related to host, home and third country nationals; recruitment, selection, training, development and compensation in international contexts, expatriation and repatriation, and employment and labor relations. Studies of the HR context of selected countries are also included. Offered Intermittently.

Prerequisite: ELR 7000 with a minimum grade of C

Restriction(s): Enrollment is limited to Graduate level students.

ELR 8500 Strategic Analysis of North American Labor and Human Resources Issues Cr. 3

Analysis on micro (game theory) and macro (planning) levels; integration of skills; student teams work as consultants for client organization on strategic labor or human resource problem. Offered Yearly.

Restriction(s): Enrollment limited to students in the MA in Employ & Labor Relations program; enrollment is limited to Graduate level students.