



**SYLLABUS**  
**MANA 4335.060**  
**Labor Relations**  
**Spring 2026**

Instructor:	David Chung, Ph.D.
Course Times and Location:	Offered online and can be taken asynchronously
Email:	<a href="mailto:dchung@uttyler.edu">dchung@uttyler.edu</a> (but contact through Canvas is preferred)
Office Address:	COB 350.24
Office Phone Number:	903-565-5949
Office Hours:	Tuesdays & Thursdays 09:00–12:30 & 15:30–17:00 <i>- If you wish to meet via a separate appointment, please request via Canvas or email at least 2 days in advance</i>

### **Course Description**

Overview of labor law, rights of employers and unions in organizing and bargaining, grievance processing, arbitration, and collective bargaining strategy and tactics.

### **Prerequisite**

MANA 3311, MANA 3315, or HRD 3333

### **Note From the Instructor**

For decades, labor relations have been a central issue in the workplace, with employees and employers frequently holding conflicting interests. I will aim to help students be aware and understand this ongoing conflict between employees and employers, as well as the roles the government, labor unions, and management may play in resolving or managing it. Throughout the semester, students will:

1. Understand three objectives of the employment relationship: efficiency, equity, and voice
2. Understand the four schools of thought about the employment relationship: neoliberalism, human resource management, industrial relations, and critical industrial relations
3. Understand the roles that have been played by the government, labor unions, and management in resolving or managing labor relations
4. Try to apply the understanding described in the three preceding points in a hypothetical collective bargaining setting

### Course Materials

**1. Textbook** – Budd, *Labor Relations: Striking a Balance*. **Any edition published since 2021 (i.e., 6<sup>th</sup> edition) is fine.**

**2. Canvas** – Various resources for the course will be provided via Canvas. Assignments will be submitted on Canvas. You are responsible for monitoring announcements and emails on Canvas. Thus, internet access is essential. Accessing Canvas through Chrome is recommended. Use the 24/7 free Canvas Helpline for Canvas technical issues.

**3. A laptop or desktop computer with a camera** – A laptop or desktop computer with a camera is needed for taking the mid-term and final quizzes, which will be held online. Please note that tablets with cameras may not be compatible with the quiz platform. **If you do not have access to such a computer, please make every effort to inform me of the issue well before the quizzes. Failure to do so may result in a grade of zero for the quizzes.**

**Course Schedule (All Due Dates Indicated are Based on Central Time)**

Week#	Start Date	Topics	Important Notices
Week 1	12-Jan	Contemporary labor relations: Objectives, practices, and challenges	
Week 2	19-Jan	Labor unions	
Week 3	26-Jan	Historical development	
Week 4	02-Feb	Labor law	
Week 5	09-Feb	Discussion 1	<b>Discussion assignment 1 (pt. 1) due by 10-Feb; Discussion assignment 1 (pt. 2) due by 14-Feb</b>
Week 6	16-Feb	<b>Mid-term quiz 1</b>	
Week 7	23-Feb	Labor and management; Union organizing	
Week 8	02-Mar	Bargaining	
-	09-Mar	-	Spring break
Week 9	16-Mar	Impasses, strikes, and dispute resolution	
Week 10	23-Mar	Discussion 2	<b>Discussion assignment 2 (pt. 1) due by 24-Mar; Discussion assignment 2 (pt. 2) due by 28-Mar</b>
Week 11	30-Mar	<b>Mid-term quiz 2</b>	
Week 12	06-Apr	Contract clauses and their administration; Evolving nature of work	<b>Application assignment (pt. 1) due by 11-Apr</b>
Week 13	13-Apr	Globalization and financialization; Comparative labor relations	<b>Application assignment (pt. 2) due by 18-Apr</b>
Week 14	20-Apr	Discussion 3 (What should labor relations do?)	<b>Discussion assignment 3 (pt. 1) due by 21-Apr; Application assignment (pt. 3), discussion assignment 3 (pt. 2), &amp; bonus assignment due by 25-Apr</b>
Week 15	27-Apr	<b>Final quiz</b>	

**Grading**

Component	Percentage of Total Grade
Application Assignment	34%
Discussion Assignments (3)	21%
Quizzes (3)	45%
	<b>100%</b>

**Grades:** A = 90% and above, B = 80%–89.99%, C = 70%–79.99%, D = 60%–69.99%, F = less than 60%

**Bonus Opportunity:** Up to 5% of the total grade can be earned additionally by completing a bonus assignment. If you have an overall grade of 85% (= B), scoring perfectly on the bonus assignment could raise your grade to as high as 90% (= A).

### **Application Assignment**

An application assignment will give students an opportunity to apply their learning from this course in a hypothetical collective bargaining setting; as such, it will be a group assignment. The assignment comprises three parts: drafting an opening proposal (pt. 1), exchanging counterproposals (pt. 2), and exploring whether a final agreement can be made (pt. 3). Details of the assignment will be communicated via Canvas.

### **Mid-Term & Final Quizzes**

Three quizzes will evaluate how much students understand course concepts. Students are permitted to use **self-prepared, hand-written paper notes** during the quizzes. Mid-term quiz 1 will cover what students have learned until Week 5, mid-term quiz 2 will cover what students have learned between Week 7 and Week 10, and the final quiz will cover what students have learned since Week 12. Details of the quizzes will be communicated via Canvas.

### **Discussion Assignments**

Students will complete their discussion assignments three times this semester using the discussion board set up in Canvas. For each discussion assignment, each student will (pt. 1) post their responses to some discussion topics and then (pt. 2) respond to two other students' responses to the discussion topics. Details on discussion assignments will be communicated via Canvas.

### **Bonus Assignment**

In the bonus assignment, students will reflect upon what they have learned in class and answer several questions in written communication. Details of the assignment will be communicated via Canvas.

## **Class Specific Policies**

### **Academic Dishonesty and/or Impropriety Policy**

Please review the university policy and uphold the code of honor. No form of academic misconduct will be tolerated. The University has a strict code for cheating, and students should refer to the Student Code of Conduct to understand the consequences. University policy will be followed if a student is caught cheating.

Any student who engages in any form of cheating, including plagiarism or working together on online quizzes and exams designed to be students' independent work will receive an F grade in the course. Software now easily detects when students work together and answer similarly on exams and/or duplicate others' writing and pass it off as their own. Please don't put yourself through embarrassment and the department the hassle of disciplining you for academic dishonesty.

Plagiarism: to take and pass off the ideas, writings, etc. of others as one's own without giving credit to them via a citation/reference. You do not need to cite the textbook when you write for this course.

### **Withdrawal Date**

Please refer to the University's Academic Calendar for information about the last day to withdraw from one or more courses.

### **Make-Up Procedure for Mid-Term and Final Quizzes**

If a student must miss a quiz, the person must make every effort to contact the instructor before the quiz. Failure to do so may result in a zero for that quiz. If a make-up quiz is allowed by the instructor, it must be taken within a week of the scheduled quiz.

### **Late Policy for Assignments**

A grace period of 2 calendar days—or 48 hours—following the stated due date (which is based on central time) is offered for each assignment submission. These periods are provided to accommodate for any form of emergencies and unexpected occurrences that can happen in individuals' lives. All students can use up all the provided grace periods if they want to. Additional concessions may only be granted on the assignment submission dates if required by General University Policies or at the discretion of the instructor. Any assignment submitted after the permitted submission period will not be accepted and will receive no credit.

## College of Business STATEMENT OF ETHICS

The ethical problems facing local, national, and global business communities are an ever-increasing challenge. It is essential the College of Business and Technology help students prepare for lives of personal integrity, responsible citizenship, and public service. In order to accomplish these goals, both students and faculty of the College of Business and Technology at The University of Texas at Tyler will:

- i. Ensure honesty in all behavior, never cheating or knowingly giving false information.
- ii. Create an atmosphere of mutual respect for all students and faculty regardless of race, creed, gender, age, or religion.
- iii. Develop an environment conducive to learning.
- iv. Encourage and support student organizations and activities.
- v. Protect property and personal information from theft, damage, and misuse.
- vi. Conduct yourself in a professional manner both on and off campus.

## General University Policies

### UT Tyler Honor Code

*An honorable man, impoverished though he may be in talent, cannot fail to attain success and high standing in the eyes of the world. A dishonorable man, though he is possessed of a multitude of abilities, cannot hope to escape for long the condemnation of his fellow men. —Robert Wood*

Every member of the UT Tyler community joins together to embrace honor and integrity that will not allow me to lie, cheat, or steal, nor to accept the actions of those who do.

**NOTE:** Trying to deceive the instructor or grader in your written work is a form of academic dishonesty and will be treated accordingly—zero on the assignment, reported to the Academic Integrity Department, and possibly failing the course. If you don't do the work, don't try to fake that you did.

### Students Conduct

More information is available at <https://www.uttyler.edu/offices/student-conduct-and-intervention/student-conduct/policies/>.

### Tobacco-Free University at UT Tyler

More information is available at <https://www.uttyler.edu/offices/human-resources/wellness/tobacco-cessation/>.

### Grade Replacement/Forgiveness and Census Date Policies

Students repeating a course for grade forgiveness (grade replacement) must file a Grade Replacement Contract with the Enrollment Services Center on or before the Census Date of the semester in which the course will be repeated.

Grade Replacement Contracts are available in the Enrollment Services Center or at <http://www.uttyler.edu/registrar>. Each semester's Census Date can be found on the Contract itself, on the Academic Calendar, or in the information pamphlets published each semester by the Office of the Registrar.

Failure to file a Grade Replacement Contract will result in both the original and repeated grade being used to calculate your overall grade point average. Undergraduates are eligible to exercise grade replacement for only three course repeats during their career at UT Tyler; graduates are eligible for two grade replacements. Full policy details are printed on each Grade Replacement Contract.

The Census Date is the deadline for many forms and enrollment actions of which students need to be aware. These include:

- Submitting Grade Replacement Contracts, Transient Forms, requests to withhold directory information, and approvals for taking courses as Audit, Pass/Fail, or Credit/No Credit.
- Receiving 100% refunds for partial withdrawals. (There is no refund for these after the Census Date)
- Schedule adjustments (section changes, adding a new class, dropping without a “W” grade)
- Being reinstated or re-enrolled in classes after being dropped for non-payment
- Completing the process for tuition exemptions or waivers through Financial Aid

**\*Census Date (Spring 2026): Jan-26-2026**

**State-Mandated Course Drop Policy**

Texas law prohibits a student who began college for the first time in Fall 2007 or thereafter from dropping more than six courses during their entire undergraduate career. This includes courses dropped at another 2-year or 4-year Texas public college or university. For purposes of this rule, a dropped course is any course that is dropped after the census date (see Academic Calendar for the specific date). Exceptions to the 6-drop rule may be found in the catalog. Petitions or exemptions must be submitted to the Enrollment Services Center and must be accompanied by documentation of the extenuating circumstance. Please contact the Enrollment Services Center if you have any questions.

**\*Last Day to Withdraw from 15-Week Courses (Spring 2026): Mar-30-2026**

**Disability/Accessibility Services**

The University of Texas at Tyler has a continuing commitment to providing reasonable accommodation for students with documented disabilities. Students with disabilities who may need accommodation(s) in order to fully participate in this class are urged to contact the Student Accessibility and Resources Office (SAR) as soon as possible to explore what arrangements need to be made to ensure access. If you have a disability, you are encouraged to visit <https://hood.accessiblelearning.com/UTTyler> and fill out the New Student Application. For more information, please visit the SAR webpage at <https://www.uttyler.edu/academics/success-services/disability-services/> or call 903.566.7079.

**Student Absence Due to Injury/Illness or Death/Major Illness in a Student's Immediate Family**

When a student has an injury/illness that is too severe or contagious for the student to attend class or when a student experiences a death/major illness in their immediate family, the student may request an individual instructor that the absence be excused. Medical documentation should be provided by the student. The Dean of the Students Office can assist in notifying professors of such illness/injury or family emergency at the request of a student as long as the office is contacted immediately via [studentaffairs@uttyler.edu](mailto:studentaffairs@uttyler.edu) or by phone at 903.565.5946. The instructor will review documentation on a case-by-case basis and allow students to make up missed coursework. Should an instructor(s) deny a request for an injury/illness or family emergency, the student can contact the

academic chair or dean of the course reports for further review.

### **Student Absence Due to Religious Observance**

Students who anticipate being absent from class due to a religious observance are requested to inform the instructor of such absences by the second class meeting of the semester in writing.

### **Student Absence for University-Sponsored Events and Activities**

If you intend to be absent for a university-sponsored event or activity, you (or the event sponsor) must notify the instructor at least two weeks prior to the date of the planned absence. At that time, the instructor will set a date and time for when make-up assignments will be completed.

### **Social Security and FERPA Statement**

It is the policy of The University of Texas at Tyler to protect the confidential nature of social security numbers. The University has changed its computer programming so that all students have an identification number. The electronic transmission of grades (e.g., via email) risks violation of the Family Educational Rights and Privacy Act; grades will not be transmitted electronically.

### **Student Standards of Academic Conduct**

Disciplinary proceedings may be initiated against any student who engages in scholastic dishonesty, including, but not limited to, cheating, plagiarism, collusion, the submission for credit of any work or materials that are attributable in whole or in part to another person, taking an examination for another person, any act designed to give an unfair advantage to a student or the attempt to commit such acts.

- i. "Cheating" includes, but is not limited to, copying from another student's test paper; using, during a test, materials not authorized by the person giving the test; failure to comply with instructions given by the person administering the test; possession during a test of materials which are not authorized by the person giving the test, such as class notes or specifically designed "crib notes." The presence of textbooks constitutes a violation if they have been specifically prohibited by the person administering the test; using, buying, stealing, transporting, or soliciting in whole or part the contents of an unadministered test, test key, homework solution, or computer program; collaborating with or seeking aid from another student during a test or other assignment without authority; discussing the contents of an examination with another student who will take the examination; divulging the contents of an examination, for the purpose of preserving questions for use by another, when the instructors has designated that the examination is not to be removed from the examination room or not to be returned or to be kept by the student; substituting for another person, or permitting another person to substitute for oneself to take a course, a test, or any course-related assignment; paying or offering money or other valuable thing to, or coercing another person to obtain an unadministered test, test key, homework solution, or computer program or information about an unadministered test, test key, home solution or computer program; falsifying research data, laboratory reports, and/or other academic work offered for credit; taking, keeping, misplacing, or damaging the property of The University of Texas at Tyler, or of another, if the student knows or reasonably should know that an unfair academic advantage would be gained by such conduct; and misrepresenting facts, including providing false grades or resumes, for the purpose of obtaining an academic or financial benefit or injuring another student academically or financially.
- ii. "Plagiarism" includes, but is not limited to, the appropriation, buying, receiving as a gift, or



obtaining by any means another's work and the submission of it as one's own academic work offered for credit.

- iii. "Collusion" includes, but is not limited to, the unauthorized collaboration with another person in preparing academic assignments offered for credit or collaboration with another person to commit a violation of any section of the rules on scholastic dishonesty.
- iv. All written work that is submitted will be subject to review by plagiarism software.

### **Recording of Class Sessions**

Class sessions may or may not be recorded by the instructor for use by students enrolled in this course. Recordings that contain personally identifiable information or other information subject to FERPA shall not be shared with individuals not enrolled in this course unless appropriate consent is obtained from all relevant students. Class recordings are reserved only for the use of students enrolled in the course and only for educational purposes. Course recordings should not be shared outside of the course in any form without express permission.

### **Campus Carry**

The UT Tyler Concealed Handguns on Campus Policy was approved by the UT System Board of Regents and went into effect at all UT Tyler facilities beginning Aug.1, 2016. Senate Bill 11 authorizes handgun license holders to carry their concealed handguns on campus and also requires each university to develop specific guidelines regarding campus concealed carry. Under UT Tyler's policy, which was developed through an extensive process led by the Campus Concealed Carry Working Group, all licensed handgun carriers are required to carry the handgun in a holster or other secure weapon case that completely covers the trigger and the entire trigger guard area. The holster must sufficiently retain the handgun in place so that it will not discharge in the event of sudden movement. In addition, UT Tyler's policy categorizes certain areas as exclusion zones, where the concealed carrying of a handgun is prohibited. Signs are posted at the entry points of areas identified in the policy as exclusion zones. Exclusion zones include all or part of certain buildings. Specific areas are detailed in UT Tyler's Concealed Handguns on Campus Policy. Exclusion zones include: UT Tyler Innovation Academy in Tyler, Palestine and Longview. Patient care areas such as the University Health Clinic, counseling rooms (located in portions of the UC and BEP) and athletic training rooms. Ticketed sporting events at any of the UT Tyler's athletic facilities, as required by law. Formal hearing areas for employee or student adjudication (portions of ADM and UC). Areas where handgun discharge may cause widespread harm such as labs with dangerous and/or explosive chemicals or with magnetic resonance imaging equipment (portions of BEP, HPR, RBS and the Fine Arts Complex). Areas in use for sponsored activities for students under the age of 18 who are not enrolled at UT Tyler. The University of Texas at Tyler takes issues surrounding guns on campus very seriously and will strive to conform to the new law, protect the rights of citizens, and ensure the safety and security of the entire campus.

### **Changes to the Syllabus**

The above constitutes the tentative plan and procedures for this course. Should circumstances necessitate veering from this plan in the judgment of the instructor, changes may have to be made.