



## **Labor Relations**

### **Course Description**

This course focuses on the rights of employees, employers, and labor unions to negotiate workplace salaries, benefits, and conditions. The course primarily focuses on the structure of the National Labor Relations Act, a federal law aimed at standardizing and regulating union formation and labor relations across the country, and on the National Labor Relations Board that it established.

### **Course Learning Outcomes**

At the completion of this course, students will be able to:

- Describe how the National Labor Relations Act came to be promulgated, and what it accomplished
- Explain how the National Labor Relations Board oversees the enforcement and administration of the Act
- Identify the restrictions the Act places on how employers may interact with their employees
- Describe the process of union formation and how a union can petition the National Labor Relations Board for certification
- Discuss the nuanced relationship between labor unions and non-member employees within a unionized workforce
- Identify and analyze the laws, implementing regulations, and judicial decisions that dictate the form and function of collective bargaining in the modern workplace

### **Final Exam**

Grades and credit recommendations are based solely on a final exam. When students are ready to take the final exam, they should register for a LawShelf account (or simply log in, for those with existing accounts). Go to the video-course page and click "Take the Final Exam" and pay the exam fee, where applicable. Students will be given instructions on how to take the exam. All exams are proctored by the Voice Proctor® proctoring system. An overview of the system is [provided here](#) and it requires no training or learning curve. Grades of 70% or above are considered passing grades and qualify for recommended transfer credit.

The final exam is based on the video course modules. Additional resources detailed in this syllabus are helpful for background and for building greater understanding of the course materials. Inquiries can be made through the LawShelf Contact form on our website by clicking the “email us” button that appears at the bottom of most LawShelf pages. Transcripts can be ordered via Parchment, as detailed on our website.

## **Case Studies**

Many LawShelf video courses include case studies. These do not necessarily teach new material but are meant to demonstrate how the materials covered in the course are applied by various courts. Concepts covered in the case studies are covered on the final exam, so make sure to watch the case studies before taking the exam. However, it is unnecessary to memorize the facts and details of the cases covered in these case studies.

## **Self-Quizzes**

Video-course modules and case studies feature self-quizzes that consist of practice questions on the materials covered in the videos. These questions are presented for the benefit of the student and are **important to review before taking the final exam** because they are similar in style and substance to the questions on the final exam. These quizzes are not graded or monitored and there is no record of how students answer these questions. Students may answer these questions as many times as they like and are encouraged to keep re-taking the quizzes until they have mastered all the questions.

# **Study Guide**

## **Introductory Videos**

These videos provide background to help students better understand the main parts of the course, which are the [video-course modules](#) below.

### **Employment Law: Employee vs. Independent Contractor**

<https://lawshelf.com/shortvideoscontentview/employment-law-employee-vs-independent-contractor/>

### **Employer Retaliation Against Employee**

<https://lawshelf.com/shortvideoscontentview/employer-retaliation-against-employee/>

### **Worker’s Compensation: The Employer and Employee Relationship**

<https://lawshelf.com/shortvideoscontentview/workers-compensation-the-employer-and-employee-relationship>

### **Can School Districts Force Teachers Back to In-Person Teaching?**

<https://lawshelf.com/blogentryview/can-school-districts-can-force-teachers-back-to-in-person-teaching>

## Courseware Readings

These courseware readings provide background to help students better understand the main parts of the course, which are the video-course modules below.

**Employee Rights Under the NLRA (Dept of Labor)**

[https://www.dol.gov/sites/dolgov/files/olms/regs/compliance/eo\\_posters/employeerightsposter11x17\\_2019final.pdf](https://www.dol.gov/sites/dolgov/files/olms/regs/compliance/eo_posters/employeerightsposter11x17_2019final.pdf)

**The NLRB Process**

<https://www.nlr.gov/resources/nlr-process>

## Video Course Modules

These videos constitute the main part of the course and are they sources of the questions on the final exam.

**Labor Relations Course Overview Video**

<https://lawshelf.com/videocoursescontentview/labor-relations>

**Introduction to Labor Law - Module 1 of 5**

<https://lawshelf.com/videocoursesmoduleview/introduction-to-labor-law-module-1-of-5>

**Labor Unions - Module 2 of 5**

<https://lawshelf.com/videocoursesmoduleview/labor-unions-module-2-of-5>

**Non-Union Employees - Module 3 of 5**

<https://lawshelf.com/videocoursesmoduleview/non-union-employees-module-3-of-5>

**Collective Bargaining - Module 4 of 5**

<https://lawshelf.com/videocoursesmoduleview/collective-bargaining-module-4-of-5>

**Labor Disputes - Module 5 of 5**

<https://lawshelf.com/videocoursesmoduleview/labor-disputes-module-5-of-5>

## **Supplemental Suggested Readings**

These materials enable students to achieve a deeper understanding of the course materials and in applying the course to real-life situations.

*The 'New' Labor Regime, The Yale Law Journal*

<https://www.yalelawjournal.org/forum/the-new-labor-regime>

*Labor Law - The Permissible Scope of the National Labor Relations Board's Rule Against Relitigation, Michigan Law Review*

<https://repository.law.umich.edu/cgi/viewcontent.cgi?article=4589&context=mlr>