

# LABOR EDUCATION (LE)

## **LE 101 | INTRODUCTION TO LABOR LEADERSHIP I | 0 quarter hours (Undergraduate)**

Offers the following courses: Union Writing (6 weeks); Grievance Education (5 weeks) (0 quarter hours)

## **LE 102 | INTRODUCTION TO LABOR LEADERSHIP II | 0 quarter hours (Undergraduate)**

Topics Covered: Fundamentals of speech; making a speech; labor law research paper; labor law: private sector; union administration; labor law: public sector; parliamentary procedure; how to run a union meeting; class presentation/role play. (0 quarter hours)

## **LE 201 | ADVANCED LABOR LEADERSHIP | 0 quarter hours (Undergraduate)**

Offers the following courses: Public Speaking, Labor Law and Parliamentary Procedure (11 weeks); Skills for Organizing (6 weeks); Economics for Unions (5 weeks); Labor History (6 weeks); Collective Bargaining and Labor Management Cooperation Theories/Interest-Based Bargaining (15 weeks); Arbitration (6 weeks) (0 quarter hours)

## **LE 202 | ADVANCED LABOR LEADERSHIP II | 0 quarter hours (Undergraduate)**

Topics covered: Labor in Colonial America; legal issues for unions; the developing labor law; who will organize the unorganized? African Americans: slavery and post-slavery; the Knights of Labor and the American Federation of Labor; the Haymarket incident; the Pullman Strike; Eugene V. Debs and the American Railway Union; warfare in the mine fields; the Textile Strikes of 1909 and 1910; the Triangle Shirtwaist fire; the Homestead Steel Strike; the Progressive Era; the I.W.W.; the Roaring 20's; A. Philip Randolph and the Sleeping Car Porters; agitation and unionization in the 1930's; the Great Depression; NIRA section 7 and the Wagner Act; the CIO; African Americans, women and minorities in the post-war labor movement; labor unions and the Civil Rights Movement. Additional topics covered: Legal rights of Workers under OSHA; the right to refuse dangerous work; what is an MSDS Sheet and how to read it; OSHA 200 logs; labels and placards; health and safety through Collective Bargaining; what is a chemical exposure? Health and safety resources for workers; setting up an internal organizing structure around health and safety issues; monitoring health and safety through union committees; what role has labor played in politics- national, state, and local? The changing role of labor in politics; local politicians/state politicians voting records; how to build a targeted campaign; the role of the AFL-CIO in politics. (0 quarter hours)

## **LE 203 | UNIONS AT WORK I | 0 quarter hours (Undergraduate)**

Course Components: History, overview and introduction to collective bargaining within the context of power relationships between labor and management (employers), and of power as a tool to negotiate between different or opposing social and economic interests. Specifics include researching the employer; costing out the contract; developing a mobilization structure; preparing for a contract campaign; preparing demands and contract language; dynamics of bargaining and power; collective bargaining simulation; analysis and alternatives to strike; how to get the contract ratified; overview of labor management cooperation; participation and collective bargaining; how to use interest-based bargaining. (0 quarter hours)

## **LE 204 | INTRODUCTION TO LABOR LEADERSHIP IN SPANISH FOR SPANISH SPEAKERS | 0 quarter hours (Undergraduate)**

This is a course in workers' rights; on the job site, in the union, legal, health and safety, and organizing. (0 quarter hours)

## **LE 205 | HUMAN RESOURCES ESSENTIALS I: HEALTH AND WELFARE PLAN BASICS | 0 quarter hours (Undergraduate)**

Four class sessions, class objectives: 1. To gain an understanding of the basic principles of plan design, costing and administration 2. To apply this understanding to evaluate proposals for alternative plan designs or revisions to existing plans by comparing design features costs and administrative implications. (0 quarter hours)

## **LE 206 | PUBLIC SECTOR LABOR LAW | 0 quarter hours (Undergraduate)**

The course will examine the two public sector labor laws in Illinois- the Educational Labor Relations Act and the Illinois Labor Relations Act. Class 1- The history of collective bargaining in the public sector in Illinois; Class 2- Comparing the two labor acts; Class 3- Organizing under the labor acts; Class 4 and 5 Filing Unfair Labor Practice Charges under the labor acts; Class 6- Student papers analyzing important decisions under the labor acts. (0 quarter hours)

## **LE 207 | ADVANCED COLLECTIVE BARGAINING | 0 quarter hours (Undergraduate)**

This class will teach students how to use excel spread sheets to cost out collective bargaining contracts, make economic presentations in negotiations. Students will also engage in mock negotiations. Prerequisite- Basic Collective Bargaining Class or negotiations experience. All students must have a lap top computer for the class. (0 quarter hours)

## **LE 208 | LABOR LAWS FOR LABOR LEADERS | 0 quarter hours (Undergraduate)**

This five week class will teach students the basics of several labor laws including Family Medical Leave Act, Occupational Health and Safety Act, Title VII of the 1964 Civil Rights Act, and the American Disability Act. Two classes will be taught on the 1964 Civil Rights Act, one on Sexual Harassment in the work place and one on racial, ethnic and age discrimination. (0 quarter hours)

## **LE 209 | HEALTH CARE STRATEGIES | 0 quarter hours (Undergraduate)**

Topics to be covered are the health care reform and how the new law impacts health care plans, public employee health care changes, how to use your plan most efficiently, educating employees on health care and the use of in-house clinics.(0 quarter hours)

## **LE 210 | PREPARING FOR NEGOTIATIONS | 0 quarter hours (Undergraduate)**

This five week course will emphasize drafting contract language: how to use cross-out and underlining and fall-back language. There will specific exercises on writing contract language on subcontracting, definition of grievance, zipper clause, management rights and wrongs. (0 quarter hours)

## **LE 211 | TOUR OF HAYMARKET | 0 quarter hours (Undergraduate)**

The tour includes the Haymarket sculpture, the court house, the Altgeld statue and the cemetery where the martyrs are buried. (0 quarter hours)