



## **LABOR STUDIES AND EMPLOYMENT RELATIONS 578**

### **Department of Labor Studies and Employment Relations**

School of Management and Labor Relations

<http://www.smlr.rutgers.edu>

*Credit Director: Paula Voos*

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The undergraduate labor studies program aims to provide students with an opportunity to learn more about the nature of work, the problems of working people, and what workers have done, both individually and collectively, to address those problems. Its introductory courses offer anyone interested in the world of work (or likely to have a job) the opportunities to develop a realistic view of dominant institutions, practices, and values of the workforce and to think about how the work world can change to meet the challenge of the twenty-first century.

Intermediate courses enable students both to acquire a range of specific competencies useful to employment and labor relations specialists and to participate in a series of cultural and disciplinary dialogues providing alternative perspectives on work and the wider society. Advanced courses provide students majoring in labor studies with an opportunity to consolidate what they have learned about the nature of work through more in-depth study of a particular topic or topics through either independent work or the senior seminar. Labor studies majors are eligible to apply for the five-year Bachelor of Arts/Master of Labor and Employment Relations degree program.

## **Major Requirements**

The major consists of 36 credits in labor studies; grades must be C or better. In place of 6 of these credits, students may substitute related courses from other programs. (A list of these courses is available at <http://www.smlr.rutgers.edu/BALER/electives.html> ). The following three courses are required: (1) either 37:575:100 or 37:575:101 Introduction to Labor Studies and Employment Relations; (2) 37:575:395 Perspectives on Labor Studies; and (3) one advanced course taken in the senior year, chosen from 37:575:450, 490, 494, 495, 496, 497, 498, 499.

## **Minor Requirements**

The minor consists of six courses in labor studies. It must include either 37:575:100 or 37:575:101 Introduction to Labor Studies and Employment Relations.

## **Departmental Honors Program**

To qualify, student must have completed 18 credits in labor studies. The student must also have attained a cumulative grade point average of 3.4 or better in the major at the end of the junior year. At that time the student should formally apply to the chairperson. Candidates who are accepted are required to complete a research project under the direction of a faculty member, culminating in a written honors paper, and are examined orally on their project by a faculty honors committee.

## **Undergraduate Students in Graduate courses**

Undergraduate students may receive credit towards the labor studies major for courses taken at the graduate level. Courses offered by the Graduate Program in Labor and Employment Relations and some courses in the Graduate Program in Human Resource Management will be treated as courses within the Labor Studies Department (for purposes of calculating intradepartmental course credit requirements). In general the student should be a senior and have a cumulative average of 3.0 or greater. In some circumstances, the School of Management and Labor Relations will accept petitions from upper level students (who are not yet in their senior year) to take and receive credit for graduate courses. Douglass, Rutgers, Livingston and University College each have slightly different procedures for petitions; be sure to check with your college.

## **Independent Study**

Credit towards a labor studies major may be obtained by independent study. Under most circumstances, the number of independent study credits will not exceed three in a single semester. Additional credits would require approval from the Program Director. In the past, independent studies have been conducted on a variety of topics including: an examination of job evaluation systems; a case study of the attempt by workers affiliated with the UFCW to purchase their employer, Acme Supermarkets, through an ESOP; the development of the Iraqi labor movement, NAFTA, and attempts to organize the workers in radio and television. Typically, independent studies culminate in the requirement of a final paper designed by both the student and the faculty sponsor. Students interested in pursuing an independent study are encouraged to contact faculty members with whom they might be interested in working. Under most circumstances, independent studies will not be granted to students who are neither labor studies majors nor minors.

## **Internships**

Upper-level labor studies majors are encouraged to do internships. Internships may be arranged by the student, an individual faculty member or through the department. Typically internships earn 3 course credits. To have an internship approved, a student must submit a description of the internship to his or her faculty advisor or to the Director of the Undergraduate Program. Approval will be contingent on the suitability of the internship and whether the student has maintained an acceptable academic record in labor studies courses. To receive credit for an internship, students must meet Internship requirements. (A copy of these requirements is included in appendix 1). The rough rule of thumb is that 8 to 10 internships hours a week are required for three course credits, Credits for internships may not exceed six. Students should also check the limitations of their individual college for granting internship credits. Students with Labor Studies minors may also receive credit for internships, provided these internships have significant labor content and the student has already taken course work in Labor Studies. Once again, a student's acceptable academic performance is a prerequisite. Students who neither major nor minor in labor studies are, typically, not eligible for credit for an internship.

## **Job & Internship Placement Information**

Current jobs and internships are posted on the bulletin board outside of room 163 in the Labor Education Center on Cook/Douglass. Students should consult with Amy Marchitto and/or their faculty advisors regarding their job search strategies.

## **Courses**

### **37:575:100. Introduction to Labor Studies and Employment Relations (3)**

*Credit not given for both this course and 37:575:101*

Work, Workers, and organizations that represent employees; class, race, gender, and work; legal, labor market, and human resource issues.

### **37:575:101. Introduction to Labor Studies and Employment Relations (4)**

*Credit not given for both this course and 37:575:100*

Same as 100 but with special emphasis on skill development through role-playing.

### **37:575:201,202. Development of the Labor Movement (3, 3)**

*Each of these courses may be taken separately in any order, or together during the same term.*

A two term overview of the history, philosophy, structure, and activities of the trade unions and other worker organizations and their impact on the American economic, political, and social fabric.

### **37:575:230. Human Resource Issues in the Workplace (3)**

Introduction to various human resource issues and the context of HR decisions; compensation, staffing, benefits, employee motivation, performance appraisal, equal opportunity, and other concerns.

**37:575:301. Comparative Labor Movements (3)**

Introduction to the study of unionism as a worldwide phenomenon, with emphasis upon the similarities and differences between the American labor movement and foreign labor movements; major problems confronting unions in selected European, Asian, Latin American, and African nations.

**37:575:302. Comparative Social and Labor Legislation (3)**

A comparative study of social and labor legislation in foreign countries. Emphasis on the content of labor laws, their administration, the economic and social conditions that promoted them, the economy of nations, and effects of the laws on the relationship of labor and industry.

**37:575:303. Black Workers in American Society (3)**

Examination of the historical relationships between black workers and the American labor movement; analysis of problems facing black workers at the work place.

**37:575:305. Theories of the Labor Movement (3)**

Various theories that influenced the development of labor unions. *Prerequisite: 100, or 101, or permission of the instructor.*

**37:575:307. Latino Workers in the U.S. (3)**

Role of Latino Workers in U.S. society and the U.S. economy; impact of the new migration on the U.S. labor market and social policy.

**37:575:308. Dynamics of Work and Work Organizations (3)**

Examination of the social dynamics of economic institutions and their corresponding work relations; corporate organization and trade union structure; selected problems of technological change and industrialization; human relations in industry and the changing bases of managerial authority.

**37:575:309. Working Women in American Society (3)**

Focus on the contemporary experience of working women, including an exploration of current legal strategies and social policies created to address their concerns.

**37:575:310. Labor Relations in Professional Sports (3)**

Labor relations systems in professional sports in the U.S.; unique institutional aspects and common features of union-management and employee relations.

**37:575:312. Conflict and Conflict Resolution in the Workplace (3)**

How people resolve work-related grievances: bargaining, grievance procedures, mediation, arbitration, demonstrations, strikes, and industrial violence. Examines union and nonunion workplaces.

**37:575:313. Technological Change and World of Work (3)**

The application computer and microchip technologies couples with enormous range and flexibility of developing telecommunications systems and their effect on workers, labor unions, industry and labor management relations.

**37:575:314. Collective Bargaining (3)**

A comprehensive study of the development of collective bargaining; the nature and scope of contracts; the changing character of collective bargaining processes through negotiation, legislation, the courts, and arbitration; the substantive issues in bargaining including the implications for public policy. *Prerequisite: 100, or 101, or permission of the instructor.*

**37:575:315. Employment Law (3)**

Analysis of legislation designed to protect working and living standards of American workers and its implementation by government agencies. Examination of pensions, occupational safety and health, fair employment practices, social security, and unemployment insurance.

**37:575:317. Contingent and Nonstandard Work (3)**

Issues arising from employment relationships that have nonstandard aspects; temporary; leased; or part-time employees; independent-contractors and owner-operators.

**37:575:319. Labor Union Structure and Administration (3)**

Structure, government, and internal administration of national unions, confederations of unions, and regional and local unions in the U.S. Discussion of problems of union democracy. *Prerequisite: 100, or 101, or permission of the instructor.*

**37:575:320. Immigrant Workers and Their Rights (3)**

Immigration and immigrant workers in American society; history; current legal rights; related public policy issues; immigrants in unions and community organizations.

**37:575:322. American Labor Unions in Politics (3)**

Role of the labor movement in the political process from the New Deal to the present, including an analysis of its ideology, its legislative agenda, its political action, and its impact on public policy.

**37:575:325. Economics of the Employment Relationship (3)**

Fundamentals of labor economics presented. Economic dimensions of public policies and human resource administration.

**37:575:335. Women and the Labor Movement in the U.S. and Globally (3)**

The relation between women and unions, historically and in the present; how unions can and have addressed issues such as pay equity, equal opportunity, sexual and racial harassment, organizing women workers, moving women into union leadership.

**37:575:338. Occupational Safety and Health (3)**

Federal and state regulatory laws and enforcement, the basic issues involved in safety and health at the workplace, and worker, union, and employer response to the issues.

**37:575:340. American Labor Law (3)**

Examination of the present legal arrangements governing the conduct of labor relations in the U.S.; historical development and impact of common law, legislative statutes, and court decisions on the growth of the labor movement. *Prerequisite: 100, or 101, or permission of the instructor.*

**37:575:345. Organizational Behavior and Work (3)**

Behavior by individuals and groups in the workplace; group and inter-group dynamics; organizational culture, structure, and change; leadership, employee motivation, job performance, and feedback.

**37:575:350. Public Sector Collective Bargaining (3)**

Study of employer-employee relations in the public sector; federal executive orders and state and municipal legislation regulating public employers and employee organizations; procedures for bargaining unit certification, representation, and recognition; dispute resolution techniques. *Prerequisite: 100, or 101, or permission of the instructor.*

**37:575:355. Current Labor Problems (3)**

A selected number of labor issues that have particular relevance in contemporary society.

**37:575:360. Union Organizing (3)**

Introduction to and critical analysis of union-organizing strategies and tactics.

**37:575:361. Labor and Corporate Restructuring (3)**

Study of how management efforts to decentralize organizational structures and reduce employment levels affect industrial relations, work and workers, skill levels and training needs, and productivity and the macro economy.

**37:575:362. The Work Education Connection (3)**

What do workers' need to know to be prepared for the jobs being generated by the global economy? How do the American secondary-and higher-education systems prepare workers for changing jobs?

**37:575:363. Labor and the Global Economy (3)**

Changes in the global economy and their effects on the living standards and bargaining power of American workers and their unions. Alternative strategies for dealing with globalization.

**37:575:364. Diversity in the Workplace (3)**

Focuses on how the increasing demographic diversity of American work places affects social relations, cultural dynamics, and organizational effectiveness.

**37:575:395. Perspectives on Labor Studies (3)**

*Open only to labor studies majors who have completed at least 15 credits of labor studies course work.*

In-depth study of the classic works on the nature of labor, the relationship of work to other social functions, and the relationship between workers and management.

**37:575:401. Research Methods in Labor Studies (3)**

The nature and sources of labor statistics; alternative research methods used in the study of labor problems.

**37:575:407. Workers' Movement in New Jersey (3)**

Examination of workers' movements at state and local levels in New Jersey, using library resources, interviews, participant observations, and movement archives. Research results document the development of the New Jersey labor movement.

**37:575:450. Senior Seminar in Labor Studies (3)**

*Open only to labor studies majors who have completed at least 21 credits of labor studies course work.*

In depth study of a labor studies topic. Intensive reading and discussion designed to integrate student experiences in the labor studies major.

**37:575:490. Internship in Labor Education (BA)**

*Prerequisite: Permission of instructor.*

Students work under the supervision of individual faculty members and other experienced labor educators to develop and/or teach courses and workshops.

**37:575:491,492,493. Topics in Labor Studies (3,3,3)**

In-depth examination of particular topics concerning work organization, worker problems, or worker organizations.

**37:575:494, 495. Independent Study and Research (BA, BA)**

*Prerequisite: Permission of Instructor.*

An individual reading and research project under the guidance of a labor studies faculty member on a topic of interest to the student.

**37:575:496,497. Internship in Labor Studies (BA, BA)**

*Prerequisite: Permission of instructor.*

Students work as staff members in a labor union or labor-related organization (public or private), in an industrial relations unit in private industry, or as employees in a position that permits observation of and participation in a labor union at the grass-roots level. Allows students to apply conceptual knowledge learned in the classroom to actual situations and to acquire new skills and knowledge.

**37:575:498,499. Honors in Labor Studies (BA, BA)**

*Prerequisite: Permission of department. Open only to honors students.*

An individual research and reading project under the guidance of a member of the department.

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# UNDER GRADUATE LABOR STUDIES AND EMPLOYMENT RELATIONS INTERNSHIP REQUIREMENTS

## REQUIRED PAPERS:

### A. DAILY JOURNAL

1. You must keep a daily record of your experiences.
2. This record must be submitted at the end of the semester.

### B. INTRODUCTORY PAPER (1 to 5 pages) on “Internships and Future Career Objectives” (due within first three weeks of internship)

1. Briefly describe your internship placement.
2. Describe your future career goals.
3. Do you think this internship will advance your future career goals or open up new career paths for you to follow?
4. Aside from career advancement, what other objectives do you wish to accomplish from this internship.

### C. FINAL PAPER (at end of internship 12 to 15 pages)

#### Part I DESCRIPTION

1. Describe the internship: Name and objective of organization or institution; where located; unit of organization or institution to which you were assigned and its role within the organization or institution; hours worked per week; person (s) you worked with and their assigned tasks.
2. Describe your assigned duties: Unit of organization or institution where assigned; its tasks and objectives; your specific tasks and objectives.

#### Part II WHAT WAS LEARNED?

1. Skills, information and insight acquired.
2. What classroom concepts from Labor Studies and Employment Relations were you able to apply in real life situations?
3. How did the internship aid you in understanding the field of Labor Studies and Employment Relations?
4. Was any of the practical experience you acquired in conflict with classroom material and book learning?

#### Part III EVALUATE THE INTERNSHIP

1. Was the organization or institution helpful in aiding you to achieve your assigned tasks.
2. What suggestions would you make to aid organization or institution and the next intern to achieve their goals?
3. Negative and positive reactions to your placement.
4. Whatever else you feel is relevant.

**STUDENTS MAY BE ASKED TO REWRITE THEIR FINAL PAPER.**

## REQUIREMENTS FOR REGISTRATION OF UNDERGRADUATE INTERNSHIP:

- 1- All students must have completed three (3) Labor Studies courses and be a Labor Studies Major/Minor.
- 2- If the internship is in an HR department, students must have had one of the following:  
  
Human Resource Issues in the Workplace, or Employment Law.
- 3- If a student wants our help in finding an internship with a union doing work on contracts or representation, they must have had one of the following:  
  
Introduction to Labor Studies, and either Collective Bargaining, American Labor Law, or Government and Structure of Trade Unions
- 4- Contact one professor from any previous Labor Studies class and ask if s/he can supervise your internship. Once they agree, write their name on the Internship Information Form and include their email. In the summer semester we also require an email message from the professor verifying this information.
- 5- Fill out the entire Internship Application Form and email it as an attachment to the Credit Director, Professor David Bensman, [dbensman@smlr.rutgers.edu](mailto:dbensman@smlr.rutgers.edu) and cc Amy Marchitto, [Marchitto@smlr.rutgers.edu](mailto:Marchitto@smlr.rutgers.edu) (keep a copy for your records).
- 6- After the Director has agreed to the internship and signed it, you will receive an email with the registration information:  
Index #  
Special Permission #  
Credits 3 (if you don't select 3 credits the system will automatically register you for one credit).
- 7- Contact your supervising professor to discuss the required work and when it's due.
- 8- Students are responsible for getting the completed work to the supervising professor and for completing a total of 120 hours.

# Labor Studies and Employment Relations INTERNSHIP INFORMATION FORM

STUDENT NAME \_\_\_\_\_

INTERNSHIP ENTERED FOR SP \_\_\_ FL \_\_\_ SM \_\_\_ YEAR \_\_\_\_

SCHEDULE OF WORK (mon/time/day) \_\_\_\_\_

DATES OF INTERNSHIP \_\_\_\_\_

SS # \_\_\_\_\_ SCHOOL PHONE # \_\_\_\_\_

EMAIL \_\_\_\_\_ CELL # \_\_\_\_\_

FIRM OR ORGANIZATION \_\_\_\_\_

FIRM ADDRESS \_\_\_\_\_

CITY \_\_\_\_\_ STATE/ZIP \_\_\_\_\_

SUPERVISOR NAME/DEPT \_\_\_\_\_

SUPERVISOR PHONE # \_\_\_\_\_ EMAIL \_\_\_\_\_

**SUPERVISING PROFESSOR** \_\_\_\_\_  
Required for approval

YOUR FUNCTION AS AN INTERN \_\_\_\_\_

SIGNATURE OF DIRECTOR \_\_\_\_\_  
David Bensman

BRIEF DESCRIPTION OF YOUR DUTIES:

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