

**Syllabus**  
**Introduction to Labor Studies and Employment Relations 37:575:100:H6**  
School of Management and Labor Relations, Rutgers University  
**Summer 2017**

Course Number: 37:575:100:H6  
Day and Time: Tuesdays and Thursdays 6:00-10:00 pm  
Location: Murray Hall, Room 114

**Professor:** Carmen Martino  
Office Location: Labor Education Center, 50 Labor Center Way,  
New Brunswick, NJ 08901

**Carmen Martino**  
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Cell: 609-513-3504  
Office Hours: By appointment

## **I. COURSE DESCRIPTION**

This course provides an introduction to the Labor Studies and Employment Relations major. Our primary focus will be work, workers and the organizations and institutions that shape and define the employment relationship. We will examine how class, race, ethnicity and gender impact work; the role of corporations; the role of unions and worker centers; the global economy; and the future of work.

## **II. LEARNING OBJECTIVES**

By the end of the course we will:

- Know and understand fundamental social science, historical, and legal perspectives, theories, and concepts relating to work, employment relations, and worker movements;
- Know the fundamental laws/institutions governing employment relations including government, labor unions, corporations and other key institutions;
- Understand how the global economy impacts work and employment relations;
- Understand how our diverse backgrounds and cultures shape our experiences and perspectives on the world of work; and
- Improve our critical thinking, problem solving and communication skills.

## **III. EXPECTATIONS**

We will be covering a lot of ground in a very short time so please read/view the assigned material, bring the written materials to each class and take good notes.

When participating in discussions use your experience and the information you get from the readings/viewings. When you take a position try to back it up with facts, data and examples. And above all, we must all be respectful and listen when others are speaking. You do not have to agree but you must give full attention and consideration to other points of view.

**Texting, or talking on cell phones and emailing are all prohibited during class.**

### **Communication**

Check your official Rutgers email account regularly for class announcements. I will communicate any official course correspondence via email. Students are responsible for all information communicated via email. Feel free to contact me through email or text with questions or concerns about the course. I will do my best to get back to you within 24 hours.

When emailing always include “Intro to Labor Studies and Employment Relations” in the subject line of your email.

## **IV. COURSE EVALUATION**

### **Class Attendance/ Participation**

**Twenty-two points (22pts) of your final grade will be based on attendance and class participation.** So it is vitally important that you come to every class. Failure to sign the sign-in sheet will result in a loss of attendance and participation points (its 2 points per class). You can only be excused for an illness, death in the family or other *real* emergencies.

If you are late to class you will lose attendance points so please be punctual. And if you leave early without permission you will be marked absent for the entire class.

Class sessions will include short lectures, small group discussions, group activities and large group discussions. The expectation is that everyone will have an opportunity to actively participate in each class. Generally, for coming to class and signing the sign-in sheet you will receive 1.7 points (of the possible 2 points per class). You will earn some portion or all of the remaining 0.3 attendance/participation points for participating in small group discussions/activities and contributing to the full class discussions. It’s a rare occurrence for someone to receive all of the points (i.e., a 2.0 for each class) and more likely that you will get 1.75 (B+) or 1.80 (A) of the possible 2.0 points.

Also, I would add that if all you do is come to class and sign the sign-in sheet and never say a word, you will end up with 18.7 points out of a possible 22 and if you get an A on the mid-term and final and you do all the summaries, you will still get an A in this course.

**That said, I much prefer and strongly recommend that you come to class and participate!!!**

### **Class Preparation**

It is also vitally important that you come to class ready to contribute to the discussion. With this in mind, everyone will be required to hand in a 1-page summary (approximately 300 words) for assigned readings/viewings. Summaries are required for classes 2-10. **Each summary is worth 1 point of your final grade (for a total of 9pts).** One-page summaries should be delivered to the Sakai drop box prior to the start of each class. **(Note: I will read and comment on them on an as needed basis.)**

### **Mid-Term and Final Exams**

The take-home mid-term and final exams will cover all course readings, lectures, discussion questions, films etc. **The mid-term and final exams will be worth 34.5pts each. The final exam is not cumulative.**

### **Course Grade Point Totals**

1. Class Attendance/Participation	(22pts)
2. Class Prep (Summaries)	( 9pts)
3. Mid-Term	(34.5pts)
4. Final Exam	(34.5pts)

## **V. COURSE READINGS**

**Text:** Stephen Sweet and Peter Meiksins. Changing Contours of Work: Jobs and Opportunities in the New Economy. **Third Edition**, Sage Publications Inc. 2017

All other materials are available on the course Sakai website. You can access the course Sakai site by following these directions:

- Go to <http://sakai.rutgers.edu>
- To log on, enter your Rutgers net ID and password in the upper right hand corner.
- Look for the tabs at the top of the next page. Click on the tab: 37:575:100:H6 Su17.
- Click on “resources” on the menu on the left hand side of the next page. You should see a folder for each class and inside each folder you will find all of the course readings.

## **VI. SYLLABUS**

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### **PART I: WORK, CLASS, RACE, ETHNICITY AND GENDER IN THE U.S.**

#### **(1) TUESDAY JULY 11 - COURSE INTRODUCTION AND OVERVIEW**

Read:           **Sakai Folder:**  
                    The syllabus

In-Class:       Introduction: Our expectations for the class, review syllabus

For Group Discussion: What is a union? Why are unions in decline? Does it matter?

## (2) THURSDAY JULY 13 - WORK, CLASS, MOBILITY AND EQUALITY

Read: Sweet and Meiksins, The Changing Contours of Work, Chapters 1, 2 and 3 (pp. 1-85)

### **Sakai Folder:**

Robert D. Putnum, Our Kids: The American Dream in Crisis, Chapter 1 (pp. 1-45)

### **Optional:**

From the *New York Times* website on social class,  
<http://www.nytimes.com/pages/national/class/>

1. Overview article, "Shadowy Lines That Still Divide" and Interactive Graphic, "A Closer Look at Income Mobility"
2. Day 3: Marriage (Tamar Lewin, "Up from the Holler")
3. Day 5: Education (David Leonhardt, "The College Dropout Boom")

Bob Herbert's "Mobility Myth" Op-Ed linked to the site; (See Readers Opinions Box on the right) and

4. Interactive exercise in the website which you can do using your family of social origin: "Interactive Graphics: Where do you fit in" (top middle, in between Slide Show and Income and Education)

### **Optional (in the Sakai Folder):**

Studs Terkel, Working: People Talk About What They Do All Day and How They Feel About What They Do (New York: Random House Inc., 1972), interviews with steelworker Mike LeFevre, pp. XXXI-XXXVIII, farm worker Roberto Acuna, pp. 7-13, and waitress Delores Dante, pp. 293-298.

In-Class: Lecture/Discussion on inequality and stratification in the U.S.  
Group discussion about individual work history, family economic history

**Documentary:** People Like Us: Social Class in America

## (3) TUESDAY, JULY 18 - WORK, GENDER AND EQUALITY

Read: Sweet and Meiksins, Chapter 6, "Gender Chasms in the New Economy" (pp. 125-160)

### **Sakai Folder:**

Virginia Valian "Gender Schemas at Work" in Why So Slow? (pp. 1-22)

Virginia Valian "Evaluating Men and Women" in Why So Slow? (pp. 125-144)

In-Class: Lecture/Discussion on gender, equal pay and “women’s work”

**Documentary:** Rosie the Riveter

**(4) THURSDAY, JULY 20 - WORK, RACE, ETHNICITY AND EQUALITY**

Read: Sweet and Meiksins, Chapter 7, “Race, Ethnicity and Work” (pp. 161-194)

**Sakai Folder:**

Upton Sinclair, The Jungle (pp. 21-52)

Immanuel Ness, Immigrants, Unions, and the New U.S. Labor Market, Chapter 2

Charlie LeDuff “At a Slaughterhouse Some Things Never Die” (pp. 96-114)

In-Class: Lecture/Discussion on race, ethnicity and inequality in the workplace  
Group Discussions about Race, Gender and Equality in the workplace

**Documentary:** At the River I Stand

**Mid-Term Exam (Assigned)**

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**PART II: CORPORATIONS AND THE GLOBAL ECONOMY**

**(5) TUESDAY, JULY 25 - THE CORPORATION**

Read: **Sakai Folder:**  
Joel Bakan, The Corporation, Chapters 3-4

In-Class: Lecture/Discussion on the evolution of the corporation  
Group discussion on the role of corporations in society

**Documentary:** The Corporation

**(6) THURSDAY, JULY 27 - THE GLOBAL ECONOMY**

Read: **Sakai Folder:**  
Jeffrey Kaye, Moving Millions, Chapter 3, *Migrants in the Global Marketplace*

Martino and Bensman, *Regular Work in an Irregular Economy*, American Prospect, Sept. 2008

Brown, Lauder and Ashton, The Global Auction: The Broken Promises of Jobs and Income, Chapter 2, *The False Promise* and Chapter 5, *Digital Taylorism*

In-Class: Lecture/Discussion–Global Supply Chains  
Group Discussion–Will You Survive the Global Economy?

**Documentary:** China Blue

- **Mid-Term Exam (Due)**

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### **PART III: UNIONS, COLLECTIVE BARGAINING AND THE FUTURE OF WORK**

#### **(7) TUESDAY, AUGUST 1 - WORKER RIGHTS AND UNIONS**

Read: **Sakai Folder:**  
Jeremy Brecher, Strike, Chapter 1, “The Great Upheaval”  
Joe Burns, Reviving the Strike, How Working People Can Regain Power and Transform America, Chapter 7, “The Principles of Labor Rights”  
**Optional:**  
Voos and Slott, U.S. Labor History—Summary of Key Events, 1-5  
1877 Viewers Guide

In-Class: Lecture/Discussion on development of labor unions, Knights of Labor, AFL, IWW and “Are You a Commodity?”

**Documentary:** 1877 The Grand Army of Starvation

#### **(8) THURSDAY, AUGUST 3 - INDUSTRIAL UNIONISM**

Read: **Sakai Folder:**  
Thomas Geoghegan, Which Side Are You On, Chapter 3, “Before the Lean Years”  
  
Jeremy Brecher, Strike, Chapter 5, “Depression Decade”  
Voos and Slott, U.S. Labor History—Summary of Key Events, 1-5

In-Class: Lecture/Discussion on the Depression, CIO, WWII and Industrial Unionism

**Documentary:** Sitdown and Fight—Walther Reuther and The Rise of the Auto Workers

**(9) TUESDAY, AUGUST 8 - COLLECTIVE BARGAINING**

Read: **Sakai Folder:**  
Michael Yates “Collective Bargaining” in Why Unions Matter (pp.53-80)

Joe Burns, Reviving the Strike, How Working People Can Regain Power and Transform America, Chapter 6, “The System of Labor Control”

In-Class: Lecture/Discussion on Collective Bargaining  
Collective Bargaining Exercise

**Documentary:** The Final Offer

**(10) THURSDAY, AUGUST 10. THE FUTURE OF WORK**

Read: Sweet and Meiksins, Chapter 4, “Whose Jobs Are Secure?”  
Sweet and Meiskins, Chapter 5, “A Fair Day’s Work”

In-Class: Lecture/Discussion on the Future of Work  
Group Discussion What Do You Want?

Review for Final

**FINAL EXAM (ASSIGNED)**

**(11) TUESDAY, AUGUST 15 – UNIONS, WORKER CENTERS AND THE WAY FORWARD**

**FINAL EXAM**