SOUTHERN ILLINOIS UNIVERSITY CARBONDALE
COLLEGE OF APPLIED SCIENCES AND ARTS

COURSE SYLLABUS
AVIATION 385 – AIR TRANSPORT LABOR RELATIONS

INSTRUCTOR: THOMAS LANHAM
2556 LYNCH AVENUE
GRANITE CITY, IL 62040
TEL: 618-931-6236
EMAIL: tjlanham@yahoo.com or tom.lanham@gcsd9.net

AVM MISSION STATEMENT:

Aviation management is a broad based aviation educational program designed to augment technical skills and develop managerial skills necessary for a career in aviation and related industries.

COURSE DESCRIPTION:

The body of legislation governing labor relations in the private sector of the United States economy consists of two separate and distinct pieces of legislation; the Railway Labor Act, which governs labor relations in the railroad and airline industries, and the National Labor relations Act, governing labor relations in all other industrial sectors. This course focuses on the examinations of air transport labor relations in the context of these key laws. As the student and the practitioner of aviation management come in contact with both Acts through this course, the student learns similarities and differences of each and their resultant impact. Such a review will provide an understanding of underlying public policy goals, while acquiring an appreciation and understanding of the collective bargaining process, administration, and procedures of the labor arena. The student will actively apply this knowledge in a mock labor negotiation. Prerequisite: Aviation Management major or consent of department.

REQUIRED TEXTBOOK:

A textbook is required on the first day of class and may be purchased from the University Bookstore(s) or on-line.

ISBN: 10:0-8093-3043-1

REFERENCES:


COURSE OBJECTIVES:

Outcome #1: The student will be able to understand the rationale behind present day labor law and public policy rationale behind the existence of different labor laws in individual sectors of the economy.
Outcome #2: The student will be able to trace the evolution of major collective bargaining legislation to early judicial actions resultant from early union organizational attempts.

Outcome #3: The student will be able to identify the transactions employed to effect union representation, particularly from the standpoint of elections, certifications, and decertification procedures.

Outcome #4: Through the use of a mock negotiation procedure, the student will be able to identify and understand the federal, state and local laws and regulations governing the labor relation's process. The student will be able to define and describe the concepts of collective bargaining.

Outcome #5: The student will be able to define the role of the union process and its impact on the economic aspects of industry.

Outcome #6: The student will be able to identify and describe the negotiation process outlines under the Railway Labor Act, The National Labor relations Act, and other legislation such as the Fair Labor Standards Act, as applied.

Outcome #7: The student will be able to identify the concept of "Unfair Labor" practices and their impact upon bargaining positions and outcomes.

Outcome #8: The student will comprehend the differentiation between temporary and permanent replacement workers under both Acts.

Assessment: Outcomes 1 through 3 and 5 will be determined by objective testing procedures consisting of a mid-term and two quizzes. Remaining outcomes will be determined by instructor evaluation of student performance and involvement in negotiation process.

TOPOCAL OUTLINE:

I. Historical Overview of Air Transport Labor Relations
   A. Evolution of unionism
   B. Unions represented in the air transport industry

II. Legal Setting
   A. Early Legislation
   B. Major collective bargaining legislation

III. Contractual Timing and Content
    A. Elections, certifications, and decertification
    B. Elements of a contract

IV. The Negotiation Process
    A. Timing
    B. Preparation
    C. Strikes, lockouts, impasse resolution
    D. Grievance machinery and resolution

V. Mock Negotiation Session
ATTENDANCE:

The faculty of Southern Illinois University Carbondale affirm the importance of prompt and regular attendance on the part of all undergraduate students. Quality instruction clearly depends upon active student participation in the classroom or its equivalent learning environment. This concept is further expounded upon in the Southern Illinois Carbondale Catalog.

Students who remain, enrolled in a course and who exceed the stated attendance policy shall be rewarded a final course grade of either WF or F (see Grading and Scholastic regulations, Southern Illinois University Carbondale Undergraduate Catalog).

20% of the final course grade is based on attendance. **Attendance for the full class section is mandatory.** Only absences of an emergency nature with immediate notification to the instructor will be accepted. All other absences will receive zero credit. Students who are absent, with instructor consent, may regain lost points with written make-up work (a 3 to 4 page paper on a topic covered during the absence) and turned in no later than the beginning of the next scheduled class.

STUDENT ASSIGNMENTS AND EXAMINATIONS:

This is a 300-point course. Point structure and assessment are as follows:

<table>
<thead>
<tr>
<th>Date</th>
<th>Due/Time</th>
<th>Assignment/Assessment</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>Weekend 1</td>
<td></td>
<td>Read Chapters 1, 2, 3</td>
<td></td>
</tr>
<tr>
<td>Weekend 2</td>
<td></td>
<td>Quiz #1 over Chapters 1, 2, 3</td>
<td>30</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Case Study #1 due</td>
<td>25</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Read Chapters 10, 11</td>
<td></td>
</tr>
<tr>
<td>Weekend 3</td>
<td></td>
<td>Read Chapters 4 &amp; 7</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Case Study #2 due</td>
<td>25</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Oral presentation</td>
<td>15</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Quiz #2 over Chapters 10, 11</td>
<td>30</td>
</tr>
<tr>
<td>Weekend 4</td>
<td></td>
<td>Quiz #3 over Chapters 4, 7</td>
<td>30</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Read Chapters 5, 6</td>
<td></td>
</tr>
<tr>
<td>Weekend 5</td>
<td></td>
<td>Read Chapter 8, 9</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Quiz #4 over Chapters 5, 6, 8, 9</td>
<td>30</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Case Study #3</td>
<td>25</td>
</tr>
<tr>
<td>Weekend 6</td>
<td>Morning session</td>
<td>Mock Bargaining Session</td>
<td>30</td>
</tr>
<tr>
<td></td>
<td>Afternoon session</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Attendance: 60
Total Points: 300

Case study guidelines – see attached documents
Oral presentation guidelines will be distributed in class.
GRADING:

300-270 Points = A  
269-240 Points = B  
239-210 Points = C  
209-180 Points = D  
less than 180 Points = F

CLASS PREPARATION:

Students are expected to be fully prepared for each class meeting. Assigned textbook chapters, chapter review questions, selected articles and written assignments are to be completed and turned in on time. All written assignments must be typed, double spaced, and turned in at each class period as designated by the syllabus schedule of assignments.

LATE PAPER/PROJECT POLICY:

All written assignments are to be turned in on the assigned due date. Any papers turned in after the due date will be graded according to the following schedule. Papers will be graded, then the following deductions will be applied:

1-2 days late – 3 points
2-4 days late – 6 points
5-6 days late – 9 points
Over 6 days – 12 points

Incomplete (INC): A INC is assigned when, for reasons beyond their control, students engaged in passing work are unable to complete all class assignments. Students are required to apply, in writing to the faculty member for a INC. Applications for an Incomplete grade are available from the SIUC office. If the application is approved by the faculty member and should the student fail to complete the course within the time period designated by the faculty member, not to exceed one year, or graduation, whichever occurs first, the Incomplete will be converted to a grade of F and the grade will be computed in the student’s grade point average.

WF: Failure. A grade of WF will be awarded to students who do not officially withdraw from class, cease attending the class, and fail to complete requirements for the course. When awarding a WF, the faculty member will note the date/time of the student's last date of attendance/participation.

Course Drops: Students officially drop courses through the program change process. This process is done with the Program Advisor. Unless a student has processed an authorized drop from the course by the published Add/Drop Date, the student will not be allowed to drop the course. It is the student’s responsibility to ensure that drop process is officially completed. It is probable that a student who does not drop by the Add/Drop Date, but stops attending/participating during the second half of the course, will be awarded a grade of WF.
PLAGIARISM:

Students are responsible for the authorship of their papers and oral presentations. Therefore, they must uphold the principles of academic honesty (see college catalog) and adhere to those guidelines. Any papers that show signs of plagiarism and/or improper documentation place the student in jeopardy of receiving a failing grade for that part of the class, which the paper represents.

Safety Instructions:

Instructors will provide guidance and direction to students in the classroom in the event of an emergency affecting your location. It is important that you follow these instructions and stay with your instructor during an evacuation or sheltering emergency. If you are located on a military installation, and depending on the type emergency a senior military member may take control of the situation and direct you on the action to take. Please follow their instructions and do as asked. Similarly, if you are at a community college, their security personal may arrive and take control of a situation, please follow their instructions as well.

Academic Dishonesty:

Students may be subject to disciplinary proceedings resulting in an academic penalty or disciplinary penalty for academic dishonesty. Academic dishonesty includes, but is not limited to, cheating on a test, plagiarism, or collusion.

ADA Statement for Students Requiring Special Accommodations:

As per 504 of the Vocational Rehabilitation Act of 1973 and the American Disabilities Act (ADA) of 1990, if accommodations are needed, inform the instructor or program advisor as soon as possible.
1. Research an article regarding a recent airline labor-management conflict (2000-present). Using the guidelines below, write a case study paper and bring the completed paper and a copy of the article to the first class meeting. Due Date – Start of Class – Saturday, Weekend 2
   Using the guidelines below, write a case study paper and attach a copy of the article to the completed paper:
   (a 3 point deduction will result if the article is not attached).

Pay particular attention to the case study guidelines – “Contents of the Written Case Study.” Be prepared to discuss the article in class. Please limit your paper to 4-5 typed pages, 12 point font, and use APA format.

****Important****
Examples of acceptable articles to be used as primary articles may be found in professional journals, airline magazines, Wall Street Journal, N.Y. Times, Washington Post newspapers. Unacceptable articles will result in an automatic five (5) point deduction. Late assignments will be lowered one letter grade – see syllabus.

Case Study Guidelines:

These short writing assignments explore your opinions and experiences, and give you the opportunity to showcase your writing skills. Papers should be at least four, but no more than five pages long, typed, double-spaced, have one inch margins, using a 12 point font. Please staple papers in upper left-hand margin.

Papers will be evaluated on a point basis as indicated below.

Contents of the written case study

1. Explain (summarize) the issue. 5 points
   Use as much detail as needed to explain the issue.

2. Do you agree or disagree with the article. 2 points
   What is your opinion? Do you agree or do you disagree?
3. **Support** your position with a minimum of 3 citations from:
   
a. other examples of similar occurrences  
b. laws / other cases  
c. past practice by the company or union  
d. other union/management decisions  
e. additional magazine or journal articles regarding this subject  
f. other information  

Minimum of three references: 3 points  
Each citation: 3 points each  **(total of 9 points)**

4. **Recommendations** 4 points  
   From your perspective, explain how you feel this (these) issue(s) could be solved.

5. **Writing Skills** 2 points

6. **Bibliography** 3 points
IMPORTANT DATES *
Semester Class Begins................................................. 01/13/2014
Last day to add a class (without instructor permission): 01/24/2014
Last day to withdraw completely and receive a 100% refund: 01/26/2014
Last day to drop a course using SalukiNet:....................... 03/23/2014
Last day to file diploma application (for name to appear in Commencement program):.............................. 03/28/2014
Final examinations:.................................................... 05/05 - 05/09/2014
* Note: For outreach, online, and short course drop/adj dates, visit Registrar’s Academic webpage http://Registrar.siu.edu/

SPRING SEMESTER HOLIDAYS
Martin Luther King, Jr.’s Birthday 01/20/2014
Spring Vacation 03/08—03/16/2014

WITHDRAWAL POLICY – Undergraduate only
Students who officially register for a session may not withdraw merely by the stopping of attendance. An official withdrawal form needs to be initiated by the student and processed by the University. For the proper procedures to follow when dropping courses and when withdrawing from the University, please visit http://Registrar.siu.edu/pdf/ugradcatalog1314.pdf

INCOMPLETE POLICY – Undergraduate only
An INC is assigned when, for reasons beyond their control, students engaged in passing work are unable to complete all class assignments. An INC must be changed to a completed grade within one semester following the term in which the course was taken, or graduation, whichever occurs first. Should the student fail to complete the course within the time period designated, that is, by no later than the end of the semester following the term in which the course was taken, or graduation, whichever occurs first, the incomplete will be converted to a grade of F and the grade will be computed in the student’s grade point average. For more information please visit: http://Registrar.siu.edu/grades/incomplete.html

REPEAT POLICY
An undergraduate student may, for the purpose of raising a grade, enroll in a course for credit no more than two times (two total enrollments) unless otherwise noted in the course description. For students receiving a letter grade of A, B, C, or D, the course repetition must occur at Southern Illinois University Carbondale. Only the most recent (last) grade will be calculated in the overall GPA and count toward hours earned. See full policy at http://Registrar.siu.edu/pdf/ugradcatalog1314.pdf

GRADUATE POLICIES
Graduate policies often vary from Undergraduate policies. To view the applicable policies for graduate students, please visit http://gradschool.siu.edu/about-us/grad-catalog/index.html

DISABILITY POLICY
Disability Support Services provides the required academic and programmatic support services to students with permanent and temporary disabilities. DSS provides centralized coordination and referral services. To utilize DSS services, students must come to the DSS to open cases. The process involves interviews, reviews of student-supplied documentation, and completion of Disability Accommodation Agreements. http://disabilitieservices.siu.edu/

STUDENT CONDUCT CODE
http://policies.siu.edu/other_policies/chapter3/conduct.html

SALUKI CARES
The purpose of Saluki Care is to develop, facilitate and coordinate a university-wide program of care and support for students in any type of distress—physical, emotional, financial, or personal. By working closely with faculty, staff, students and their families, SIU will continue to display a culture of care and demonstrate to our students and their families that they are an important part of the community. For more information on Saluki Care: (618) 453-5714, or salukicares@siu.edu, http://salukicares.siu.edu/index.html

EMERGENCY PROCEDURES
Southern Illinois University Carbondale is committed to providing a safe and healthy environment for study and work. We ask that you become familiar with the SIU Emergency Response Plan and Building Emergency Response Team (BERT) programs. Emergency response information is available on posters in buildings on campus, available on BERT’s website at www.bert.siu.edu, Department of Safety’s website at www.cps.siu.edu (disaster drop down) and the Emergency Response Guideline pamphlet. Instructors will provide guidance and direction to students in the classroom in the event of an emergency affecting your location. It is important that you follow these instructions and stay with your instructor during an evacuation or sheltering emergency.

INCLUSIVE EXCELLENCE
SIU contains people from all walks of life, from many different cultures and sub-cultures, and representing all strata of society, nationalities, ethnicities, lifestyles, and affiliations. Learning from and working with people who differ is an important part of education as well as an essential preparation for any career. For more information please visit: http://www.inclusiveexcellence.siu.edu/

MORRIS LIBRARY HOURS
http://www.lib.siu.edu/about

LEARNING AND SUPPORT SERVICES
Help is within reach. Learning support services offers free tutoring on campus and in the lab. To find more information please visit the Center for Learning and Support Services website:
 Tutoring: http://tutoring.siu.edu/
 Math Labs: http://tutoring.siu.edu/math_tutoring/index.html

WRITING CENTER
The Writing Center offers free tutoring services to all SIU students and faculty. To find a Center or Schedule an appointment please visit: http://write.siu.edu/

AFFIRMATIVE ACTION & EQUAL OPPORTUNITY
Our office’s main focus is to ensure that the university complies with federal and state equity policies and handles reporting and investigating of discrimination cases. For more information visit: http://diversity.siu.edu/

Additional Resources Available:
SALUKINET: https://salukinet.siu.edu/cp/home/display/login
ADVICE: http://advice.siu.edu/
PROVOST & VICE CHANCELLOR: http://pvcca.siu.edu/
SIU ONLINE: http://online.siu.edu/

* Southern Illinois University Carbondale. (2013). Pathways to Excellence: A Strategic Plan