

Bachelor of Science in Labor Studies

The requirements for the Bachelor of Science (B.S.) in Labor Studies degree are as follows:

1. A total of 51 credit hours in three required areas of learning:

- Social and Behavioral Sciences, 12 cr.
- Arts and Humanities, 12 cr.
- Science and Mathematics, 15 cr.

12 additional hours in one of the three required areas of learning. (Credit hours required in each area must be taken in at least two academic disciplines.)

2. A minimum of 15 credit hours in labor studies core courses
3. An additional 27 hours in labor studies courses
4. Electives—27 cr. (in any area, including labor studies)

Total credit hours required for the B.S.—120 cr.

Other requirements:

- Elementary composition and an additional 3 credit hours of writing are required in the arts and humanities.
- Three credit hours of economics or completion of L230 Labor and the Economy.
- Three credit hours of computer science or computer technology are required in the sciences and mathematics.
- No more than 21 credit hours (with the exception of 27 credit hours in business) in a single subject area may be applied to the B.S. degree.
- A maximum of 30 credit hours from the former IU Division of General and Technical Studies will be accepted as elective credit for the B.S. degree.
- At least 24 credit hours of course work of the required 120 credit hours must be taken within Indiana University. Self-acquired competency credit may not be counted toward this 24 credit hour minimum.
- At least 20 credit hours of course work applied to the B.S. degree must be taken after the student is admitted to the School of Continuing Studies. Self-acquired competency credit may not be counted toward this 20 credit hour minimum.
- At least 30 credit hours of the required 120 credit hours must be taken at the upper-divisional level. Upper-division course work is numbered in the 300s and 400s.

Minor in Labor Studies

A minor in labor studies requires the completion of 15 credit hours, consisting of 6 credits from our list of core courses and 9 additional credits to be determined through consultation with the campus faculty.

Labor Studies Courses (LSTU)

Note: The university reserves the right to cancel courses for insufficient enrollment.

P = prerequisite C = corequisite R = recommended

Core Courses

L100 Survey of Unions and Collective Bargaining (3 cr.)

A survey of labor unions in the United States, focusing on their organization and their representational, economic, and political activities. Includes coverage of historical development, labor law basics, and contemporary issues.

L101 American Labor History (3 cr.)

A survey of the origin and development of unions and the labor movement from colonial times to the present. The struggle of working people to achieve a measure of dignity and security is examined from social, economic, and political perspectives.

L105 Contemporary Labor Problems (3 cr.)

An examination of some of the major problems confronting society, workers, and the labor movement. Topics may include automation, unemployment, international trade, and conglomerates; environmental problems, minority and women's rights; community relations; changing government policies.

L110 Labor and Society (3 cr.)

An introduction to the changing role of labor in society. The course will emphasize a comparative approach to issues confronting labor organizations.

L199 Portfolio Development Workshop (1 cr.)

Emphasis on developing learning portfolios as foundation documents for academic self-assessment and planning and as applications for self-acquired competency (SAC) credit. Applies only as elective credit to labor studies degrees.

L200 Survey of Employment Law (3 cr.)

Statutes and common law actions protecting income, working conditions, and rights of workers. Topics include workers' compensation, unemployment compensation, fair labor standards, social security, retirement income protection, and privacy and other rights.

L201 Labor Law (3 cr.)

A survey of the law governing labor-management relations. Topics include the legal framework of collective bargaining, problems in the administration and enforcement of agreements, protection of individual employee rights.

L203 Labor and the Political System (3 cr.)

Federal, state, and local governmental effects on workers, unions, and labor-management relations; political goals; influences on union choices of strategies and modes of political participation, past and present; relationships with community and other groups.

L210 Workplace Discrimination and Fair Employment (3 cr.)

Examines policies and practices that contribute to workplace discrimination and those designed to eliminate discrimination. Explores effects of job discrimination and occupational segregation. Analyzes Title VII, ADA, and related topics in relation to broader strategies for addressing discrimination.

L220 Grievance Representation (3 cr.)

Union representation in the workplace. The use of grievance procedures to address problems and administer the collective bargaining agreement. Identification, research, presentation, and writing of grievance cases. Analysis of relevant labor law and the logic applied by arbitrators to grievance decisions.

L230 Labor and the Economy (3 cr.)

Analysis of the political economy of labor and the role of organized labor within it. Emphasis on the effect on workers, unions, and collective bargaining on unemployment, investment policy, and changes in technology and corporate structure. Patterns of union political and bargaining response.

Division of Labor Studies

L240 Occupational Health and Safety (3 cr.)

Elements and issues of occupational health and safety. Emphasis on the union's role in the implementation of workplace health and safety programs, worker and union rights, hazard recognition techniques, and negotiated and statutory remedies—in particular the OSH Act of 1970.

L250 Collective Bargaining (3 cr.)

The development and organization of collective bargaining in the United States, including union preparation for negotiations, bargaining patterns and practices, strategy and tactics, economic and legal considerations.

L251 Collective Bargaining Laboratory (1-3 cr.)

P or C: L250. Provides collective bargaining simulations and other participatory experiences in conjunction with L250.

L255 Unions in State and Local Government (3 cr.)

Union organization and representation of state and municipal government employees, including patterns in union structure, collective bargaining, grievance representation, and applicable law.

L260 Leadership and Representation (3 cr.)

Organizational leadership issues for the union, community, and other advocate organizations. Analyzes leadership styles, membership recruitment, and leadership development. Examines the role of leaders in internal governance and external affairs, including committee building, delegation, negotiations, and coalition building.

L270 Union Government and Organization (3 cr.)

An analysis of the growth, composition, structure, behavior, and governmental processes of U.S. labor organizations, from the local to the national federation level. Consideration is given to the influence on unions of industrial and political environments, to organizational behavior in different types of unions, and to problems in union democracy.

L280 Union Organizing (3 cr.)

Explores various approaches to and problems in private and public sector organizing. Traditional approaches are evaluated in light of structural changes in labor markets and workforce demographics. Topics range from targeting and assessments to committee building and leadership development.

L285 Assessment Project (1 cr.)

Capstone experience for associate degree students.

Other/Advanced Courses

L290 Topics in Labor Studies (3 cr.)

This is a number under which a variety of topics can be addressed in classroom-based programs on the campuses. Courses may focus on contemporary or special areas of labor studies, such as union education; others are directed toward specific categories of employees and labor organizations.

L299 Self-Acquired Competency in Labor Studies (1-15 cr.)

L315 The Organization of Work (3 cr.)

Examines how work is organized and how jobs are evaluated, measured, and controlled. Explores social and technical elements of work through theories of scientific management, the human relations school of management, and contemporary labor process literature.

L320 Grievance Arbitration (3 cr.)

R: L220 or consent of instructor. The legal and practical context of grievance arbitration, and its limitations and advantages in resolving workplace problems. Varieties of arbitration clauses and the status of awards. Participants analyze, research, prepare, and present cases in mock arbitration hearings.

L350 Issues in Collective Bargaining (3 cr.)

Readings and discussion of selected problems. Research paper usually required.

L360 Union Administration and Development (1-3 cr.)

Practical and theoretical perspectives on strategic planning, budgeting, and organizational decision making. Addresses the needs and problems of union leaders by studying organizational change, staff development, and cohesiveness within a diverse workforce. May be repeated for up to 3 credits with department approval.

L375 Comparative Labor Movements (3 cr.)

Labor movements and labor relations in industrial societies from historical, analytical, and comparative perspectives. Emphasis on interaction between unions and political organizations, national labor policies, the resolution of workplace problems, the organization of white-collar employees, and the issues of workers control and codetermination.

L380 Theories of the Labor Movement (3 cr.)

Perspectives on the origin, development, and goals of organized labor. Theories include those that view the labor movement as a business union institution, an agent for social reform, a revolutionary force, a psychological reaction to industrialization, a moral force, and an unnecessary intrusion.

L385 Class, Race, Gender and Work (3 cr.)

Historical overview of the impact and interplay of class, race, and gender on shaping U.S. labor markets, organizations, and policies. Examines union responses and strategies for addressing class, race, and gender issues.

L390 Topics in Labor Studies (1-3 cr.)

Advanced course in areas described under L290.

L420 Labor Studies Internship (1-6 cr.)

Application of knowledge gained in the classroom in field-work experience.

L430 Labor Research Methods (3 cr.)

Study of research design, methods, techniques, and procedures applicable to research problems in labor studies.

L480 Senior Seminar or Readings (3 cr.)

Designed as either a classroom seminar or directed reading course. Addresses current issues, historical developments, and other labor-related concerns. Topics may vary each semester.

L495 Directed Labor Study (1-6 cr.)

Arr. A contract course to suit the special and varied needs and interests of individual students. The contract with the faculty members might include reading, directed application of prior course work, tutorials, or internships. Competencies assessed through written papers, projects, reports, or interviews. Repeatable to a maximum of 6 credit hours.

L499 Self-Acquired Competency in Labor Studies (1-15 cr.)

Noncredit Programs

The Union Education Program (UEP) offers credit-free, university-level programs for workers as members of and leaders in employee organizations throughout the state. The Division of Labor Studies develops programs with the assistance of the Central Indiana Area Labor Education Advisory Committees.

The UEP is available on both an open and contractual basis, utilizing resources at Indiana University Kokomo and other area public and private institutions.

Each person who successfully completes 150 classroom hours in the credit-free UEP will be awarded the Certificate of Recognition by Indiana University. A certificate of achievement will be awarded for successful completion of each course or conference. Upon completion of 300 classroom hours in UEP, the participant is awarded a Certificate of Recognition and a plaque. Successfully completed courses may be repeated, but will count only once toward the Certificate of Recognition. There are no entrance requirements, exams, or grades.

Among noncredit offerings are the following: Labor Guide to Economic Policy, Collective Bargaining, Effective Communications, Effective Leadership, Internal Union Education Programs, Labor Law, Preparation for Grievance Arbitration, Steward Training, Labor History, The Unions and Government Structures, Transactional Analysis; and specialized courses and conferences on topics such as International Trade, Preparation for Retirement, OSHA, Labor's Legislative Programs, EEOC, and ERISA.

Information about these programs may be obtained from the labor studies center at IU Kokomo, (765) 455-9403.