

OESM160: LABOR AND MANAGEMENT: SAFETY PARTNERS

Instructor: John Witeck, MA

Email: witeck@hawaii.edu

Tel: 692-5379 (w); 595-7362 (h)

Office Hours: Classroom, 60 minutes after class

Course Description:

This class emphasizes interaction of labor-management relations/laws with the education, implementation, and enforcement of occupational safety and health. It prepares students for the world of labor relations, labor laws, contract provisions, grievances, complaints, liability, workers compensation, other challenges.

Course Objectives:

Upon completion of the course, students are expected to be able to:

- Explain relevant labor laws in Hawaii
- Discuss historical background of Hawaii labor laws
- Review and analyze various union contracts
- Explain management's role and responsibility in health and safety
- Explain roles of management in the labor-management safety committee
- Develop conflict resolution skills based on the given conflict scenarios
- Exercise choices and explain reasons for choices on the given ethical dilemmas dealing with health and safety in the workplace
- Analyze cases involving labor relations and safety
- Practice negotiation skills
- Describe Workers' Compensation proceedings

Textbook:

Instructor-prepared materials

Student Evaluation:

Students are expected to complete **all** of the following:

Regular attendance at class	10
One (1) paper or project	40
Two quizzes (5 pts each)	10
Midterm and final exam	30

Grading:

A: 90-100

B: 80-89

C: 70-79

D: 60-69

F: <59

Final grades are permanent. Final "I" grades will not be allowed in this class. Final "N" grades will be given only in very rare and exceptional cases.

HCC Grading Policies:

- a. *No Show Policy.* Students must attend both of the first two class sessions of the semester or may be dropped unless they notify the instructor or the Division Chair in advance of their absence.
- b. *Disappear Policy.* Students may receive an "F" grade if they do not officially drop their course by the drop deadline listed in the Academic Calendar of the current HCC catalogue or the schedule of classes.

Emergency Procedures:

- a. *Location of first aid kit:* In the back of classroom by the sink.
- b. *Evacuation of building:* Use Diamond Head and Ewa stairs and proceed to parking lot #2 (by the cafeteria). Assemble and wait for further instructions from the instructor.
- c. *Accident or Injury:*
 - 1. Call 911 for an ambulance. Give essential information:
 - Location -- building and room number, road to enter campus
 - Type of emergency and victim's condition
 - Your name and phone number
 - 2. Call 284-1270 (cell - Security)
 - To notify others that an ambulance has been summoned
 - To have Campus Security escort the ambulance to the location
 - To request other assistance

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WEEK	TOPIC
1	Introduction: Class objectives & expectations Self-introductions: expectations for the course; personal reasons for attending. An Overview of Hawaii's Labor Relations History
2	Labor Laws & Relations: History and Development—Labor Relations around Safety and Health issues Video
3	Labor Laws: <ul style="list-style-type: none"> •Wages, Hours, OSH, Retirement, Job Security •Organizing, Collective Bargaining •Workers Compensation •Health/Disability/Unemployment Benefits
4	Labor Laws & Management: <ul style="list-style-type: none"> •Impact of Labor Laws and Unionization on Human Relations/Personnel Departments •Supervisory Choices on Health & Safety •Workplace Dilemmas
5	Unions in the Workplace: <ul style="list-style-type: none"> •Contract and Standard Contractual Provisions on HS •Grievance Resolution •Investigation of Complaints via Union Contract Mechanisms QUIZ
6	Organizing for Health and Safety: <ul style="list-style-type: none"> •Role of Labor-Management Safety Committee & HS Campaigns
7	Participatory Education & Advocacy-Case Study: Honolulu Sewer Workers VIDEO: Risky Business. Guest Speaker from CSM (C&C)
8	Management's Responsibility & Role in HS: <ul style="list-style-type: none"> •Preventing Work-related Injuries •Dealing with Injured Workers •Retention & Placement Programs •Dealing with Stress & Heart Claims •Return to Work Policies •Effects of Laws and Union Contracts on Management's Role & Actions
9	Negotiation Politics, Psychology & Technique: <ul style="list-style-type: none"> •Win-win Solutions •Ethical Considerations Quiz
10	Ethical Dilemmas Regarding Workplace HS, Liability Issues
11	Workers' Compensation & Disability Proceedings: <ul style="list-style-type: none"> •Role of HS Professionals in Resolving, Adjudicating, and Ameliorating HS issues. •Guest speaker.
12	Workers Compensation (cont): Liability and Disability
13	Presentations
14	
15	
16	Comprehensive Review---video
17	Final Exam

