LABOR AND EMPLOYMENT STUDIES

College of Business
Dean: Linda Oubre

Labor and Employment Studies Program
Business Building, Room 310
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Director: John Logan

Program Scope
The Labor and Employment Studies program provides students with an introduction to and understanding of the study of labor and employment relations, broadly defined. Over the past few decades, the study of labor and employment relations has expanded significantly to include new topics that did not previously exist as areas of academic inquiry: globalization and employment relations, international labor standards, human rights and labor standards, corporate social responsibility and corporate codes of conduct, monitoring and accountability frameworks, global supply and value chains, corporate governance and employment relations, “decent work,” equality and diversity at work, labor and “global cities,” employment relations in emerging economies, high performance work systems, global corporations and global unions. These topics form the basis of the courses that make up the requirements for the major and minor.

Career Outlook
The major and minor in labor and employment studies provides training for students interested in careers in labor relations or personnel management with unionized private-sector firms or local and state government organizations. Graduates may also be prepared to work for unions, labor or social justice-related NGOs, or other non-profit organizations. Students may gain employment in these areas with local, state, national or international organizations. In the non-union private sector, graduates may work in areas related to corporate social responsibility, codes of conduct, and corporate governance. Finally, students may pursue professional degrees (for example, in public policy, labor and employment law, or MBAs) or graduate degrees in the social sciences.

Professor
Logan

Major

• Bachelor of Arts in Labor and Employment Studies (bulletin.sfsu.edu/colleges/business/labor-employment-studies/ba-labor-employment-studies)

Minor

• Minor in Labor and Employment Studies (bulletin.sfsu.edu/colleges/business/labor-employment-studies/minor-labor-employment-studies)

LABR 250 Introduction to the Study of Labor (Units: 3)
The study of labor in the United States. The nature of work, the development and characteristics of the workforce, the history and present nature of labor organizations, and patterns of labor-management relationships.
Course Attributes:

• D1: Social Sciences
• Global Perspectives

LABR 251 Know Your Work Rights (Units: 3)
Hands-on approach to understanding basic statutory protections covering California workers, including wage and hour; workplace safety, health, and sanitation; workers' compensation; discrimination; union activity; pregnancy and parental leave; discipline and discharge; unemployment and disability insurance; social security, health, and pension benefits.
Course Attributes:

• D1: Social Sciences
• Social Justice

LABR 300 Researching Labor Issues (Units: 3)
Prerequisite: LABR 250.
Methods of research and analysis used in understanding labor issues. Case studies and contemporary issues selected from such areas as collective bargaining, arbitration and mediation, legislation, regulative and administrative law, employment discrimination and union governance.

LABR 343 Women and Work (Units: 3)
Prerequisite: Upper division standing or consent of instructor.
Position and roles of women in the productive activities of society: paid and unpaid. Patterns of household and workplace employment, discrimination in pay and working conditions, relevant laws, explanations for the evolution of patterns.
(This course is offered as LABR 343 and ANTH 343. Students may not repeat the course under an alternate prefix.)

LABR 394 Political Theories of Work, Labor and Free Time (Units: 4)
Prerequisite: Upper division standing
Examination of the tension between the desire to work and to be free from work looking at texts from liberalism, Marxism, feminism and critical theory. Questions to explore include the following: Has this tension always existed and how might it be overcome? Where and when did people begin to prioritize paid work over all else? What constitutes “work” and who decides? Is work different than labor? (This course is offered as PLSI 394 and LABR 394. Students may not repeat the course under an alternate prefix.)

LABR 473 Unfree Labor in Early America (Units: 3)
Prerequisites: Upper division standing; ENG 214 or equivalent; or consent of instructor.
An examination and comparison of various forms of unfree labor in early America from the colonial period to the Civil War, tracing change over time and investigating the relationship among economic systems, ideology, and social relations. (This course is offered as HIST 473, ETHS 473, and LABR 473. Students may not repeat the course under an alternate prefix.)
LABR 474 History of Labor in the United States (Units: 3)
Prerequisites: Upper division standing; ENG 214 or equivalent; or consent of instructor.

Development of the workforce and organized labor in the U.S. Social and economic characteristics of work and the workforce; characteristics of labor organizations at different times.
(This course is offered as HIST 474, ECON 474, and LABR 474. Students may not repeat the course under an alternate prefix.)

LABR 500 Labor and Government (Units: 3)
Prerequisite: Upper division standing or consent of instructor.

Exploration of labor-government relations at local, state, and national levels. Consideration of labor’s political action in relation to legislative, executive, and judicial branches of government and in the electoral process; examination of government’s responses as they protect or restrict labor’s interest.
(This course is offered as LABR 500 and PLSI 500. Students may not repeat the course under an alternate prefix.)

LABR 510 Labor Economics (Units: 3)
Prerequisite: ECON 101 or consent of instructor.

Analysis of the operation of the labor market. Theories of wages, unemployment, unions and income distribution.
(This course is offered as ECON 510 and LABR 510. Students may not repeat the course under an alternate prefix.)

LABR 511 Collective Bargaining (Units: 3)
Prerequisite: Upper division standing or consent of instructor.

Collective bargaining, legislation; case studies in labor law.
(This course is offered as ECON 511 and LABR 511. Students may not repeat the course under an alternate prefix.)

LABR 525 Diversity in the Workplace (Units: 3)
Prerequisite: Upper division standing.

An overview of workplace diversity and strategies to utilize it positively. Theoretical debates and issues related to race, ethnic origin, gender, sexual orientation, class, age, and disability. Ways in which individuals and organizations can maximize benefits through respecting and working with diversity.
(This course is offered as LABR 525 and ANTH 525. Students may not repeat the course under an alternate prefix.)

LABR 550 International Labor (Units: 3)
Prerequisites: Upper division standing; LABR 250 or consent of instructor.

Analysis of labor’s role in the developed economies, East and West, and in developing areas. Theoretical perspectives on international labor. Migration and population as they relate to labor. Impact of trade treaties on labor markets.
(This course is offered as LABR 550 and IR 450. Students may not repeat the course under an alternate prefix.)

LABR 552 Comparative Employment Relations (Units: 3)
Prerequisite: Upper division standing.

Introduction to the concept of the employment relationship, the main "models" and their key actors; diversity at work to international labor rights and how they are approached and practiced in different countries.
(This course is offered as LABR 552 and SOC 552. Students may not repeat the course under an alternate prefix.)

LABR 553 Labor Standards and Corporate Social Responsibility (Units: 3)
Prerequisite: Upper division standing.

Introduction to an overview of recent academic debates on Corporate Social Responsibility, International Labor Standards and "decent work." Codes of conduct, monitoring, and certification/transparency. (This course is offered as LABR 553 and SOC 553. Students may not repeat the course under an alternate prefix.)

LABR 554 Themes in Comparative Employment Relations (Units: 3)
Prerequisite: Upper division standing.

Introduction to the main "models" that have been used in comparative analysis of national systems of employment relations; the Anglo-Saxon, Japanese, and European social models; discussion of the appropriateness of these models in understanding transforming economies.
(This course is offered as LABR 554 and SOC 554. Students may not repeat the course under an alternate prefix.)

LABR 555 Labor Rights in the Global Economy (Units: 3)
Prerequisite: Upper division standing or consent of instructor.

Key themes concerning labor rights in the global economy; focus on core labor rights identified by the UN: freedom of association, freedom from child labor, freedom from coerced labor, and freedom from discrimination.
(This course is offered as LABR 555 and SOC 555. Students may not repeat the course under an alternate prefix.)

LABR 570 Urban Health Policy (Units: 3)
Prerequisites: Upper division standing; ENG 214 or equivalent.

(This course is offered as USP 570, LABR 570, and PLSI 570. Students may not repeat the course under an alternate prefix.)

LABR 650 Labor Law: An Introduction and Overview (Units: 3)
Prerequisite: Upper division standing or consent of instructor.

An overview of the history and development of the National Labor Relations Act, public sector and farm labor law, Taft-Hartley, Landrum Griffin Act, and benefit legislation.

LABR 695 Union Internship (Units: 1-3)
Prerequisite: LABR 250 or consent of instructor.

Internship with Bay Area labor organization. May involve organizing, research, or participation in special projects. May be repeated for a total of 6 units. (CR/NC grading only)

LABR 699 Independent Study (Units: 1-3)
Prerequisites: Consent of instructor, major adviser, and department chair.

Supervised study of a particular problem selected by the student.