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**STAND-ALONE PROJECT**

**MR635 Labor Relations**

**Stand-Alone Project: Labor Relations Strategy for a Hypothetical Employer (200 points)**

You should ***begin working on the Stand-Alone Project early in the course*.** Each lesson provides a benchmark for completing the Stand-Alone Project in a timely manner while working through the course. You will find this information in the “Stand-Alone Project Benchmark” section of each lesson. (200 points) (A 10-page response is required for the combination of Parts A, B, and C.)

**Instructions:** Whatever Works, Inc. employs over 10,000 employees. It has acquired a number of businesses, and one of them, X Company, has an agreement with a union pursuant to which the union represents the non-management employees. No other part of Whatever Works is organized. Management and the Board of Directors want to maintain a non-union environment in those parts of the business that are non-union. X Company is very profitable and runs very well, and both management and the board want to see that continue. You are the labor relations director and have been asked to design a labor relations strategy for the non-union and union parts of Whatever Works, including X Company. (You can determine the type of businesses that are conducted by these entities.)

The Stand-Alone Project is comprised of two parts. Your Stand-Alone Project responses should be both grammatically and mechanically correct and formatted in the same fashion as the project itself. If there is a Part A, your response should identify a Part A, etc. In addition, you must appropriately cite all resources used in your response and document them in a bibliography using APA style. **Include the “course” text book in your references: Labor Relations and Collective Bargaining: Private and Public Sectors (10th Ed.) by Michael R. Carrell and Christina Heavrin. (2013) Pearson Education, Inc.**

(200 points) (A 12-page, **double-spaced** response and 10 slides are required for the combination of Parts A and B.)

Part A Develop a written labor relations strategy of at least 10 pages. You must use a minimum of five (5) sources, which should be documented in a bibliography using APA Style. Use your imagination and your learning from this course to chart the labor relations course strategy for Whatever Works. Include the following. (130 points)

1. Five (5) key legal principles and rules that apply to the union and non-union parts of the business.

2. Five (5) recommendations for maintaining union-free status where there currently is no union.

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3. Five (5) recommendations for responding to the union’s organizing activities.

4. Ideas for managing both the union relationship at X company and administration of the current agreement relating specifically to first-line supervisors, labor relations strategy, and outsourcing should relate to grievance handling.

5. Five (5) ideas for the negotiation of future agreements.

6. Labor relations considerations in evaluating potential acquisitions in the future.

Part B Develop a PowerPoint presentation of your strategy to senior management of Whatever Works. Your presentation must include a minimum of 10 slides. Your slide show should include clip art, fly-ins, and slide transitions. (10 slides, 5 points each, total 50 points)

Part C Grammar/Mechanics/Format (20 points)

**A 12-page response and 10 slides are required with 15 references for the combination of Parts A and B. (Use APA 7 Cover/Title page).**