For information about the local chapter of SHRM, please contact:

Swetha Jairajan at sjairajan@gmail.com

Winter 2014 Newsletter
Dear MAELR Students:
We want to extend to you a warm welcome to the MAELR program this cold winter of 2014, one of if not the coldest since 1908. Our staff works hard to provide a personalized sense of service in what is an increasingly impersonal world. We have an open door policy, which means that you can call upon our office at any time and we will do our best to help you at that moment. Obviously, we are also available by appointment.

We want to make your educational journey as successful and rewarding to you as possible. We look continually for ways to improve our program and service to you. We welcome your suggestions and feedback on how we are doing.

In this calendar year, we will be focusing a lot on providing events to orient you to careers in labor and employment relations. We will also be starting a speakers’ series to invite representatives of labor, management, and government, as well as neutrals (i.e. mediators and arbitrators) to speak to students and alumni. Furthermore, we are working on how to increase the number of internships we have available.

We will be working with you and the recently established Wayne State University Chapter of the Society for Human Resource Management (SHRM) to achieve these objectives. More details will follow as the semester unfolds.

We wish you the very best this winter and upcoming year and stand ready to be at your service.

Best regards,

Marick Masters
Director, Labor@Wayne
MAELR keeps you connected.

ELR winter faculty

Schwartz’s class—ELR 7000
Nowakowski’s class — ELR 7400
Weislo’s class — ELR 7550
Fall 2013 MAELR Graduates

Paige Dillon
Tommy Martin
Janet Kokenakes
Timothy Wardle
Erica Schopmeyer

Knowledge on Tap: M.L. Liebler presents “The Motown Sound: How Music Shaped the Motor City” January 30, 2014 | 5:30pm - 8:00pm

Category: Other  Location: Lefty’s Lounge  Cost: Free  Calendars: Research Events, Music, Main Events Calendar, Community Events, CFPCA  Audience: Alumni, Community, Current Graduate Students, Current Undergraduate Students, Faculty, Invite Only, Parents, Prospective Students, Staff  Pull up a stool, grab a drink and learn something new. This month, Wayne State University kicks off a new series that will bring its renowned professors and scientists face-to-face with the public in Midtown’s renowned restaurants and cafés. Aptly named Knowledge on Tap, the events will feature a live – and lively - discussion with some of Detroit’s greatest minds. The events will be held every other month at various Midtown restaurants and bars and will feature an informal presentation by one of Wayne State’s distinguished faculty members on a topic of their choice, followed by dynamic discussions. Forthcoming Knowledge on Tap themes will include everything from local history, space exploration and medical breakthroughs to art, poetry and urban archaeology. Kicking off the inaugural event will be author, musician and WSU English professor M.L. Liebler who will present “The Motown Sound: How Music Shaped the Motor City.” The event will take place at 5:30 p.m. Thursday, Jan. 30 at Lefty’s Lounge, located at 5440 Cass Avenue, Detroit, MI 48202. All Knowledge on Tap events are free, open to the public and to all ages, and require no education background.
Dear Friends of Labor Studies: Frankie the K here to tell you that 2013 has been an excellent year for Labor Studies here at WSU and Labor@Wayne. Despite the down economy, bad weather and an occasional bump in the road, our enrollments are up, our students are fabulous, and we’re happy to be here. Our winter 2013 graduation was a record breaker and exceeds the annual graduation numbers for all previous years. As we’ve expanded our horizons into employment and labor relations and human resources, our students have done us proud! I’m glad to say that most of the people on the following list have been in both my LBS 2500, Intro to Labor Studies, and the LBS 4700 Writing Intensive. These include:

Francesca Byars
Christina Covington
Chloe Dudzinski
Temeka Hicks
James Janas
Lisa Omstead
Tony Robinson
Sammy Wright Jr.

Among other good news: This Winter Semester, ML Liebler is teaching LBS 4500 on the topic of Poetry, Art, Literature and Labor. The class did not fill in the fall, but it is currently up and running. WSU settled its labor contract with the AAUP-AFT after long and difficult negotiations that took its toll on both the negotiators and the faculty and staff. Wayne State has a new president, M. Roy Wilson, M.D., MS and the future is looking bright! Thank you to everyone!
Keeping Quarrels Contained: Proactive Conflict Resolution

One of the biggest issues human resources executives face is managing workplace conflict.

A 2011 Employee Development Systems (EDS) survey found that 98 percent of all HR executives are responsible for dealing with conflict at work. Eight in ten of these human resource professionals have seen an employee resign while 77 percent have experienced heightened absence due to workplace conflict. Businesses with significant conflict also suffer from greater employee turnover, substantial unproductive use of company time, and higher legal expenses. A few of the most common underlying causes of workplace conflict include weak leadership, clashes in personality or values, poor communication, ego wars, lack of honesty and stress. While many companies have grievance policies in place, they do not take proactive conflict resolution seriously. Therefore, employees do not have a conflict management system with multiple entry points and options to resolve their conflicts. In turn, many managers do not have the skills to prevent issues effectively, leaving employees feeling as though no one is listening to them. Instead of waiting for conflicts to blow up and cause huge issues in the workplace, or conducting investigations that don’t actually resolve conflicts, it is best practice to implement proactive conflict resolution. It's important to remember that good things can come from conflicts when they are handled appropriately. Stages of conflict resolution There are three main stages of proactive conflict resolution. HR managers and employees alike must learn and be comfortable with all three stages in order to deal with conflict effectively.
Identify the conflict early. Ask yourself the following questions: What type of conflict is it? What is at stake in this conflict? What are the key underlying issues? What needs to happen next? Contain the conflict. Both parties must recognize their communication styles, emotions, and limitations and must listen to each other to develop an understanding. Deal with the tensions at hand through intentional, timely, and direct communication to re-establish relationships. Use assertive, clear language. Manage the conflict. Set a time frame to have the difficult conversation. Go into the dialogue with fully outlined issues, an open mind, and the belief that something constructive will come from it. Whenever possible, look for a solution that is pleasing to both parties.

When it comes time to contain or manage a conflict, consider the following approaches. Proactive conflict resolution strategies: Use an informal or low-key manner. Simply using an informal tone and calm approach can keep a conflict from escalating. Use role reversal techniques. Role reversal may seem elementary or out of place in a professional work environment, but there’s a reason that it is such a popular technique. Challenge each party to consider the opposing point of view’s validity. Find common ground. People who are in conflict often have trouble finding anything in common because they are so hung up on their differences. Employees are more likely to start working toward a solution when they realize that they have something in common. Focus on the underlying issues. Instead of pointing fingers and focusing on what the other person is doing wrong, focus on the heart of the matter. Emphasize professionalism and objectivity. Even the smartest, most educated people can lose themselves in petty, immature arguing in a matter of minutes. As an HR staff member, you can request that both parties maintain professionalism and objectivity throughout a conversation. Reinforce self-esteem. No one wins a conflict when someone walks away feeling like a loser.

Erica L. Fener, Ph.D., is Vice President Strategic Growth at Progressus Therapy, a leading provider of occupational therapy jobs and early intervention careers.
Remembering the color of labor during February: Black History month

Pullman Porters/ Brotherhood of Sleeping Car Porters

Sanitation workers strike in Tennessee/ 1968
African Americans are known to have participated in labor actions before the Civil War. In the early nineteenth century, African Americans played a dominant role in the caulking trade, and there is documentation of a strike by black caulkers at the Washington Navy Yard in 1835.\footnote{Caulking was of great importance in shipbuilding for a ship was not fit for service unless it was caulked to prevent leaking.}


On February 12, 1968, sanitation workers in Memphis, Tennessee began a labor strike to protest unfair wages, unsafe working conditions, and the city's refusal to recognize their sanitation workers union. Their union chapter, Local 1733 of the American Federation of State, County, and Municipal Employees (AFSCME) had previously attempted a strike in 1966. The result had been a court-ordered injunction forbidding any future strikes by municipal employees. Though the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO), of which AFSCME is the largest union, was chartered in 1964 by the state, the city of Memphis refused to recognize it. What resulted in the second sanitation workers strike in 1968 began with several incidents that led employees to protest.

http://nvdatabase.swarthmore.edu/content/memphis-tennessee-sanitation-workers-strike-1968

The Pullman Porters organized and founded the Brotherhood of Sleeping Car Porters in 1925. The BSCP was the very first African-American labor union to sign a collective bargaining agreement with a major U.S. corporation. A. Philip Randolph was the determined, dedicated, and articulate president of this union who fought to improve the working conditions and pay for the Pullman Porters.

The color of labor in Black History
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<thead>
<tr>
<th>Event</th>
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<tr>
<td>Priority Registration</td>
<td>Mon Oct 28 - Sun Dec 29</td>
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<tr>
<td>Term Begins</td>
<td>Wed Jan 1</td>
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<tr>
<td>Open Registration</td>
<td>Mon Dec 30 - Sun Jan 5</td>
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<td>Classes Begin</td>
<td>Mon Jan 6</td>
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<tr>
<td>Late Registration, Late Adds</td>
<td>Mon Jan 6 - Fri Jan 17</td>
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<td>Last Day to Drop w/ Tuition Cancellation</td>
<td>Fri Jan 17</td>
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<td>Census Date</td>
<td>Fri Jan 17</td>
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<td>Holiday - University Closed</td>
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<td>Early Academic Assessment (Mid-Term Grading)</td>
<td>Tue Jan 21 - Tue Feb 25</td>
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<td><strong>Degree Applications Due</strong></td>
<td><strong>Fri Feb 7</strong></td>
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<td>Spring Break - No Classes</td>
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<td>Last Day to Withdraw</td>
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<td>Mon Apr 21</td>
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<td>Study Day</td>
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<td>Final Exams</td>
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<td>Term Ends</td>
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<td>Commencement</td>
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[http://clasweb.clas.wayne.edu/maelr](http://clasweb.clas.wayne.edu/maelr)