Dear MAIR Students and Other Interested Readers:

Welcome to the latest issue of the Master of Arts in Industrial Relations (MAIR) Program Newsletter. In this edition, you’ll find:

♦ The MAIR spring/summer 2006 course schedule;
♦ Details on two featured courses offered spring/summer term;
♦ Information about the Detroit Area Chapter of the Labor and Employment Relations Association (LERA);
♦ Information about the MAIR Daimler Chrysler Scholarship, and congratulations to the latest scholarship awardee;
♦ Congratulations to the MAIR December 2005 graduates;
♦ A profile of one MAIR alumna.

Dr. Heidi Gottfried and I hope that you will find this newsletter both informative and useful. We publish the newsletter in this electronic format once each academic term. If you have any ideas for inclusion in future editions, please email them to me at: linda.hulbert@wayne.edu

Happy reading,

Linda Lora Hulbert
Project Coordinator, MAIR Program
Editor, MAIR Newsletter
REMINDER: Web registration for the Spring/Summer 2006 Term is now in progress. Web registration for the Fall 2006 Term begins in mid-March.

<table>
<thead>
<tr>
<th>Course</th>
<th>CRN #</th>
<th>Course Name</th>
<th>Days</th>
<th>Times</th>
<th>Location</th>
<th>Instructor</th>
<th>Credit</th>
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<tbody>
<tr>
<td>IR 7450</td>
<td>32524</td>
<td>Employment Relations Law in North America</td>
<td>W</td>
<td>6:30 - 9:15 pm</td>
<td>Campus (201 State)</td>
<td>Nowakowski</td>
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<td>IR 7450</td>
<td>31437</td>
<td>Employment Relations Law in North America</td>
<td>T TH</td>
<td>6:00 – 8:45 pm</td>
<td>623 Oakland Center</td>
<td>Williams</td>
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<tr>
<td>MGT 7640</td>
<td>31449</td>
<td>Management of Human Resources</td>
<td>M W</td>
<td>6:00 – 8:45 pm</td>
<td>623 Oakland Center</td>
<td>Weislo</td>
<td>3</td>
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<td>MGT 7780</td>
<td>32149</td>
<td>Concepts and Processes of Dispute Resolution I: Negotiating Theory and Practice</td>
<td>W</td>
<td>5:30 – 8:15 pm</td>
<td>Campus (219 Prentis)</td>
<td>Burr</td>
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<td>IR 7600</td>
<td>30069</td>
<td>Internship in Industrial Relations</td>
<td>Arranged</td>
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<td>Gottfried</td>
<td>1-3</td>
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<td>31092</td>
<td>Directed Study in Industrial Relations</td>
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<td>Gottfried</td>
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<td>IR 7999</td>
<td>30434</td>
<td>Industrial Relations Master’s Essay Direction</td>
<td>Arranged</td>
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<td>Gottfried</td>
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<tr>
<td>IR 8000</td>
<td>32497</td>
<td>International Industrial Relations and Human Resources</td>
<td>M</td>
<td>5:10 – 8:00 pm</td>
<td>Campus (Reuther Library)</td>
<td>Cooke</td>
<td>3</td>
</tr>
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IR 7450, Spring/Summer 2006
“Employment Relations Law”
Professor Mike Nowakowski, Instructor

This course is designed to provide the student with an overview of several statutes governing the employment relationship. Excluded (for the most part) will be the National Labor Relations Act and the Public Employee Relations Act (which are covered in basic labor law courses). Particular emphasis will be placed on Title VII of the Civil Rights Act of 1964, the Equal Pay Act of 1963, the ADEA as amended, the Americans with Disabilities Act, and the cases interpreting these statutes.

Students will learn about the prohibitions of discrimination on the basis of race, color, sex, national origin, religion, age, and disability, along with the procedures for enforcement. Students can expect to discuss the case law and argue various points of view in this very dynamic area of the law which affects us all. Guests may include representatives from the EEOC and/or the MDCR.

The course meets on Wednesdays, 6:30 – 9:15 pm, 201 State Hall (main campus).

IR 8000, Spring/Summer 2006
“International Industrial Relations and Human Relations”
Professor Bill Cooke, Instructor

Professionals in human resource management and labor relations face a wide range of strategic and day-to-day workplace decisions, decisions that require an understanding of the global marketplace and of industrial relations practices around the world.

The primary objectives of this course are to introduce students to many of the key emerging international issues, to transitional strategies pursued by multinational companies and unions, and to provide a framework for understanding the complexity of labor relations and human resources on a worldwide basis. The primary foci of the course, therefore, include: (1) global trade and foreign direct investment; (2) foreign industrial relations systems; (3) transnational workplace regulations; (4) human resource and labor relations strategies and practices of multinational companies; and (5) transnational union strategies.

The course meets on Mondays, 5:10 – 8:00 pm, in the Reuther Library (main campus).
DETROIT AREA CHAPTER LERA
DATES AND TOPICS
APRIL-MAY 2006

- April 6  TBA
- May 4  TBA

Current MAIR Students: Remember that the MAIR Program will pay for your dinner ($45) at any Detroit Area Chapter LERA (Labor and Employment Relations Association) meeting you want to attend.

For this to happen, you need only to email Linda Hulbert (linda.hulbert@wayne.edu) by the Friday before the meeting week (e.g.: by Friday, March 31, 2006, for the Thursday, April 6, 2006, LERA meeting). The only other thing you need do is to email the IRRA/LERA office, again by the Friday before the meeting week, indicating that you are a MAIR student and will be attending that month’s meeting. That office can be reached at: IRRA.laborlaw@covad.net

CONGRATULATIONS to
MAIR student Julie Mannebach, who was awarded a Daimler Chrysler Scholarship for the Winter 2006 Term!

Please Note: No Daimler Chrysler Scholarships will be awarded for the Spring/Summer 2006 Term. The next round of scholarships will be awarded for the Fall 2006 Term. The deadline for applications will be the first week of September 2006.
In response to my request for alumni profiles, Amy Bouque sent in the following.

If you are an alum of the program, and you’d like to share your story with readers of the newsletter, please email me (linda.hulbert@wayne.edu) your information to include in a future issue.

Amy Justice Bouque was a Wayne State University MAIR student from January 1991 through December 1992, when she received a Master of Arts in Industrial Relations
degree. Prior to that, she was conferred a Bachelor of Arts in Employee Relations (1990) from Michigan State University.

Amy says she chose the MAIR Program because, “I was interested in continuing education after MSU. I always knew I wanted to be employed in the workforce focusing on labor and employee issues. I specifically chose WSU and the MAIR Program because I knew that was where I could learn from expert practitioners in labor and management.” And, learn she did. Ms. Bouque has worked in the industrial relations/human resources for the past 13 years. She says, “Landing my first job was the hardest; it took me 6 months post-graduation to secure a Human Resources Generalist position. After that, due in large measure to my WSU MAIR degree, doors opened easily for me. In 1999, I was promoted to Human Resources Manager for a large automotive supplier. Currently, I am employed at DTE Energy in labor relations, working on strategic issues with Local 223 (Utility Workers of America).”

Amy feels that the MAIR experience prepared her for future job challenges in 2 ways: “The MAIR Program provided me with insights into and knowledge about many aspects of labor relations; this was a great part of my classroom experience while in the program. But, even more useful, I was able to get real-world experience through the 3 different, meaningful internships I completed while a MAIR student. They proved critical in my landing my first professional employment offer in the labor relations field.” When recalling a positive classroom experience while a MAIR student, Amy says, “My most memorable class was with Irving Bluestone, a retired UAW vice president, who is a proponent of non-adversarial labor relations and who was a lead in the UAW-Saturn agreement. His wife, Zelda, would attend each class, providing cookies and juice at break time. The class was held in the Reuther Library, a wonderful learning space. Professor Bluestone provided excellent real-world insights and applications of concepts such as TQM and Quality Circles.”

Ms. Bouque has this advice for current MAIR students: “Qualified labor relations professionals are at a premium. Study, learn, and network. If you are interested in an internship, DTE is offering an opportunity to prepare and assist with our 2007 collective bargaining with the UWUA. We will be using an IBB approach. If you are interested in learning more about the position, please contact me.” bouquea@dteenergy.com

The next issue of the MAIR Newsletter will appear in May 2006. Until then, productive and worthwhile MAIR experiences are wished for you.

Linda