

JRYM 416: PMD LEGAL TRAINING - WORKING WITH UNIONS

Foothill College Course Outline of Record

Heading	Value
Effective Term:	Fall 2026
Units:	0
Hours:	1.65 lecture per quarter (1.65 total per quarter)
Prerequisite:	This course is limited to students employed with Cupertino Electric.
Degree & Credit Status:	Non-Degree-Applicable Non-Credit Course
Foothill GE:	Non-GE
Transferable:	None
Grade Type:	Non-Credit Course (Receives no Grade)
Repeatability:	Unlimited Repeatability

Student Learning Outcomes

- Define key labor relations terms, including Collective Bargaining Agreements (CBAs), CBA rules, and union jurisdictions, and explain how they apply on the job site
- Identify supervisor responsibilities related to enforcing safety rules and contractual obligations when managing union employees

Description

This legal training course provides a practical overview of working with labor unions, including Cupertino Electric's signatory status with various trade unions, managing potential conflicts of interest, handling grievances and claims, and key practices for improving project execution.

Course Objectives

The student will be able to:

1. Understand the terms and definitions of a union and a Collective Bargaining Agreement (CBA).
2. Understand the hiring, discipline, and termination process for the unions.
3. Understand the grievance and claims process.
4. Define basics of the trust fund and liabilities when signing a letter of assent with a local union.

Course Content

1. Define the terms and definitions of a Collective Bargaining Agreement CBA
 - a. Rules and jurisdictions
2. Hiring, discipline, termination process, and safety rules
3. Grievance and different union jurisdictional claims process
4. Trust funds and liabilities for pension funds

Lab Content

Not applicable.

Special Facilities and/or Equipment

1. When taught in-person, clean classroom with monitor and printed material for students to take as reference materials.
2. When taught online, this course requires access to CEI's Learning Management System (Amplify), ongoing access to a computer with the necessary software and hardware to view video content, and a reliable intranet connection.

Method(s) of Evaluation

Methods of Evaluation may include but are not limited to the following:

Results of class participation

Method(s) of Instruction

Methods of Instruction may include but are not limited to the following:

Lecture

Representative Text(s) and Other Materials

Course materials provided by Cupertino Electric.

Types and/or Examples of Required Reading, Writing, and Outside of Class Assignments

No assignments.

Discipline(s)

Electricity