

SCHOOL OF HUMAN RESOURCE MANAGEMENT  
FACULTY OF LIBERAL AND PROFESSIONAL STUDIES  
YORK UNIVERSITY

**Course Name:** INDUSTRIAL RELATIONS  
**Course Number:** HRM 3422, Section B  
**Term:** Fall 2019  
**Instructor:** Ping Peng  
**Email:** [ppeng@yorku.ca](mailto:ppeng@yorku.ca)  
**Course Location:** ACW 307  
**Course Date and Time:** Thursdays, Sept 5, 2019 to Nov 28, 2019; 7:00 PM – 10:00 PM

**Course Description:**

This course will introduce students to the complexities of the labour management relationship. We will examine the relationship between the private actions of workers and employers as well as the role of the government in trying to influence those relationships through legal rules. Students will be challenged to think critically about how we govern the employment relationship in Canada and whether our policies are ultimately successful.

As well, we will examine the key elements and philosophies that underpin the Canadian approach to the collective model of employment relationship. Students will learn to assess and critique how legal regulation interacts with other social and economic tensions in the pursuit of public policy objectives.

**PREREQUISITES:**

Students are personally responsible for ensuring they have the required prerequisites as stated in the course outline or course calendar.

**Textbook: Industrial Relations in Canada Hebdon and Brown 3rd edition  
2016**

**ISBN-13: 978-0-17-658057-5**

**Course Methods:** In Class Lectures

## Course Schedule

Week # /Date	Topic	Chapter
1 Sept 5	Introduction Introduction to Industrial Relations	1
2 Sept 12	Labour History	2
3 Sept 19	Economic, social and Political Environments	3
4 Sept 26	The Legal Environment Group Presentation starts	4
5 Oct 3	The Union Perspective	5
6 Oct 10	The Management Perspective	6
7 Oct 17	<b>Reading Week</b>	No class
8 Oct 24	<b>Mid-term Examination</b> <b>In Class</b>	Covers chapters 1-6
9 Oct 31	Negotiations	7
10 Nov 7	Collective Agreement Administration Conflict Resolution, Grievances & Strike	8 9
11 Nov 14	Third Party Dispute Resolution Procedures	10
12 Nov 21	Impacts of Unionization	11
13 Nov 28	Public Sector Issues	12

Final Exam	To be arranged by Registrar's Office	Date and location to be announced
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**Weighting of Course**

<p><b>Group Project</b></p>	<p>20%</p>	<p>The project is composed of a group research and presentation.</p> <p>Group Formation: The class will be formed into groups of 4-6 students in the first class. So it's imperative that students attend the first class. More details will be discussed in the first class.</p> <p>Group Formation: The class will be formed into groups of 4-6 students in the first class. I will need the name of your group, a list of all members in your group, with full names, and e-mail addresses submitted to me by <b>Friday, Sept 13, 2019</b>. Your group will be required to study a current topic broadly related to Industrial Relations as assigned, using a real life organization. The topic can be an examination of an Industrial Relations related issue facing organizations or a case study (e.g. Impacts of Union on Management; Impacts of Strike/Lockout; Collective Agreement Negotiation / Administration; Conflict Resolution etc.)</p> <p>Your project should describe the issue/activity in detail, its role in the organization and how it relates to the organizational and HR strategy, and evaluate the issue/activity against current research and trends. Your project should also include your recommendations for resolving the issue/improving the effectiveness of the activity. Please e-mail your choice of organization and specific topic to the Instructor by <b>Friday, Sept 13, 2019</b> using the "Group Project Info Sheet" posted on the course website.</p> <p>At the end of the first class, after the groups are formed, draws will be conducted to decide the broad topic and presentation date of your group project. <b>Group presentations will start in week four (4).</b></p> <p>All members of your group are required to participate in the presentation. The presentation will be limited to 30 minutes plus about 5 minutes for a question and answer period. There is a penalty for going above or well below the time limits, so please rehearse your presentation in advance.</p>
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		<p>Your presentation grading will be based on: Clarity of presentation; Flow; Audience Interest; Knowledge of subject matter; coverage of subject matter.</p> <p>Please note: Due to scheduling conflicts, no alternate dates will be assigned for presentation if you are unable to present on the assigned date.</p> <p><b>Presentation slides must be emailed to the Instructor at least one day prior to your presentation. Failure to submit will result in grade deduction.</b></p>
<b><i>Mid-term Examination</i></b>	35%	The mid-term examination will cover Chapters 1-6 and it will be held on Oct 24 during class time. It will be a closed book examination consisting of a combination of multiple choice and essay/short-answer questions based on course content and class discussions. More details to follow closer to the examination date. Note that there will be no other alternative dates to write a make-up exam.
<b><i>Final Examination</i></b>	45%	The final examination will be closed book, with main focus on chapters 7-12, consisting of a combination of multiple choice and essay/short-answer questions based on course content and class discussions. More details to follow closer to the end of the term. The Registrar's Office will schedule this examination on a date and time and at a location that the Office will announce)
Total	100%	
<p><b><i>All final grades will be reviewed by the School of Human Resources Management and the School reserves the right to modify them in order to maintain high standards.</i></b></p>		

**Policies on missed exam:**

Students who miss the mid-term exam for legitimate reasons supported by appropriate documentations will have the weight of their midterm shifted to the final exam. There will be **no other alternative dates to write a make-up exam for the mid-term**, so please make every effort to write the mid-term on the assigned date.

If you cannot write your final exam on the required date, you will be asked to defer. You will be required to provide medical documentation in order to defer the final exam. A Deferred Standing Agreement must be submitted to the School of Human Resources Management within one week of the missed exam.

The deferred Exam will be **cumulative** and will include **all** subjects/topics of the textbook. Deferred exams are not necessarily in the same format as the exam written by your section of the course. The format for deferred exams is not released in advance and is closed book.

**You must also bring your student card with your photo to all exams. It is absolutely essential to have the appropriate photo I.D. to write the exam**