

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

Course Name: INDUSTRIAL RELATIONS
Course Number: HRM 3422, Section N
Term: W 2020
Instructor: Ping Peng
Email: ppeng@yorku.ca
Course Location: SLH C
Course Date and Time: Thursdays, Jan 9, 2020 to April 2, 2020; 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, class discussions, case studies

Course Schedule

Week # /Date	Topic	Chapter
1 Jan 9	Introduction to the course Introduction to Industrial Relations	1
2 Jan 16	Labour History Economic, social and Political Environments	2 3
3 Jan 23	The Legal Environment	4
4 Jan 30	The Union Perspective	5
5 Feb 6	The Management Perspective	6
6 Feb 13	1st Mid-term Exam - 45%	Covers chapters 1-6
7 Feb 20	Reading Week	No class
8 Feb 27	Negotiations	7
9 Mar 5	Collective Agreement Administration Conflict Resolution, Grievances & Strike	8 9
10 Mar 12	2nd Mid-Term Exam – 30%	Chapters 7,8,9
11 Mar 19	Third Party Dispute Resolution Procedures Impacts of Unionization	10 11
12 Mar 26	Public Sector Issues	12
13 April 2	Final Exam – During Class Time – 20%	Chapters 10, 11,12

Weighting of Course

<i>Attendance/ Participation</i>	5%	More details will be discussed in class.
<i>1st Mid-term Examination</i>	45%	The 1 st mid-term examination will cover Chapters 1-6 and it will be held on February 13, 2020 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.
<i>2nd Mid-term Examination</i>	30%	The 2 nd mid-term examination will cover Chapters 7-9 and it will be held on March 12 , 2020 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.
<i>Final Examination</i>	20%	The final examination will be held in the last class on April 2 , during class time. More details to follow closer to the end of the term.
Total	100%	

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.

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