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Course Outline
AP/HRM3422B online – Summer 2020

Industrial Relations

York University - School of Human Resource Management

Course Director: Ron Alexandrowich

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Dates: (May 11, 2020 – June 22, 2020)

Time: This on-line class will be asynchronous.

Location: Online

Chats: I will set up weekly chat sessions on Moodle for questions you may have.

Course Description:

The focus of this course is on the procedures and variables involved in collective bargaining and union/management relations. Students will be introduced to issues such as union development, the effect of unions on organizational behaviours, the collective bargaining process, the grievance and arbitration process, and other aspects of collective agreement administration. Emphasis will be placed on private sector labour relations.

Learning Outcomes:

Upon the successful completion of the course, students will be able to:

1. Demonstrate an understanding of labour/employment law in Canada.
2. Apply labour and employment relations skills in current jobs they hold and their future career.
3. Demonstrate an understanding of collective bargaining and collective agreements.
4. Explain current theory of why individuals join unions and the unionization decision.
5. Demonstrate an understanding of strikes and dispute resolution in the employment context.

Required Text:

Industrial Relations in Canada, 3rd Edition; 2016
 Nelson Education Series in Human Resource Management
 Robert Hebdon, Trevor C Brown ISBN-13: 9780176580575

Course Schedule:

Week of	Topics	Details of topics to be covered in the course, by unit or by week
May 11	Chapter 1 Chapter 2	Introduction to course, assignments and expectations. Introduction to the field of labour and industrial relations. Who are the players? Movement towards unionization. A look at the past and present. What can we learn?
May 18	Chapter 3 Chapter 4	Economic/Social/Political Environments What does demographics, labour market, and, social changes have to do with anything? The Legal Environment. A historical perspective. What are the key elements of Canadian law? Are employee rights changing? What do our laws say about the day to day union/employer operations?
May 25	Chapter 5 Chapter 6	The Union Perspective The Management Perspective
June 1	Chapter 7 Chapter 8	Collective Bargaining Strategies. Will you win, lose, or give up? Administration of the Collective Agreement. Are there any language interpretation issues within the agreement?
June 8	Chapter 9 Chapter 10 Paper Due	Conflict Resolution. What are the real causes of strikes and lockouts? Third Party Dispute Resolution. When do we need a Mediator or Arbitrator?
June 15	Chapter 11 Chapter 12	Impact of Unions on Management decisions. Has Management lost control? The Public Sector. How are things different in the Public Sector?
June 22	Final exam	Final Exam

Item	Weighting	Due Date
Individual Paper	35	June 8
Discussion Posts	25	Weekly
Final Exam	40	June 22
Total	100	

Individual Paper: 35%

You will research a current issue facing organizations, in Canada or elsewhere, related to Industrial Relations. There are multiple sources of information for this issue: the news/press, journals, managers and employees, your own experiences, academic journals, and so on. You are to research an issue and come up with recommendations on how to manage that issue/problem.

Your paper should be 12 - 15 pages, excluding the bibliography (Arial or Times New Roman, 12 pitch, with 1" margins; double-spaced). Your paper will use the following chapter guidelines.

Part One: - Introduce the issue faced by the organization/industry.

Part Two: Explain why the issue is of importance to the practice of human resources management within the organization/industry you researched.

Part Three – Recommendations - Provide your solution(s), tool(s), to resolve these problems. *This solution/tool will be innovative and one that you have developed yourself.*

Your **written paper** should be approx. 12 - 15 pages, excluding the list of references (Arial or Times New Roman, 12 pitch, with 1" margins; double-spaced).

There are multiple sources of information for this issue: the news/press, journals, managers and employees, your own experiences, academic and non-academic journals. You must include a bibliography of articles cited, using the APA style. Your paper will be judged on style (grammar, etc.) and content (the extent and quality of your research, analysis, and recommendations).

On-line Discussions (25%):

You are expected to complete a series of online discussions. I will post one question each week. You are expected to answer the question posted, as well as, provide one response each week to another student's response. (2 discussion posts per week, yours and answering one other response – you can do more if you wish)

Please make your posts by the following Monday of each class.

You will be graded on the quality of your contributions to these discussion boards in helping to generate a common understanding of the principles covered in the course. These will be asynchronous discussions. This means that there is not a set time where everyone in the course will be online communicating at the same time. You can contribute to these discussions when your schedule permits. However, please do not wait until the end of the week to make your contributions. Post as soon as you can in order to generate meaningful discussions before the given week is up.

A grade will be assigned based on quality of contribution to each discussion post. You will be able to earn marks by engaging your peers, encouraging conversations, offering comments and suggestions, and sharing your thoughts. Marks can be taken away for inappropriate comments that do not show respect and civility. Individuals who do not participate in online activities should not expect to be rewarded in this dimension of performance.

Note: 25 % of your mark in this course will be earmarked for participation in these weekly discussions. You will be marked on the quality of your postings, on your replies to other postings, and the insights you provide that help with overall understanding of the weekly learning objectives.

Evaluation of discussion posts:

- **Cognitive Dimensions** logic, knowledge and creativity (e.g., Did s/he focus on the significant aspects of the issue or problem?).
- **Expressive Elements** Clarity, fluency and conciseness (e.g., Did s/he speak well?).
- **Affective ingredients** enthusiasm and interest (e.g., Did s/he attempt to respond to and co-operate with others during the discussion?).
- **Contributions of comments useful in the process of learning** valuable suggestions appropriate amplifications, constructive criticism and relevant observations (e.g., Did s/he make useful substantive contributions to the discussion)

Final Examination: 40%

The final exam will be held online. More detail will be provided.