

HRM 3422A INDUSTRIAL RELATIONS (Fall 2020)

School of Human Resource Management York University

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Course Description

In this course we are going to be examining industrial relations in Canada, beginning with a look at systems for analyzing industrial relations, and different perspectives on industrial relations, as well as what it means to be an ‘employee’ (which either includes or excludes you from protective employment legislation!) This course should not be confused as being a course solely ‘about unions.’ Though we learn about the logistics of union organizing and certification, and examine their benefits and the challenges they face, we also broadly consider the ways in which external factors affect work, and the ways in which humans have organized (through unions, social movements, radical resistance, etc.) in their pursuit of justice. We pause upfront to consider that the current system of industrial relations has not been experienced the same by all groups of workers, nor benefited all workers in the same way. We then look back on the history and development of industrial relations, including the process and outcomes of industrialization, early struggles, the establishment of post-war institutions and the current collective bargaining regime. Next, we examine contemporary industrial relations institutions such as unions, collective bargaining, and dispute resolution, in both the private and public sector. Finally, we turn our focus to industrial relations in the global world of work, and what challenges face today’s managers and workers (including all of us).

Learning Objectives

- Understand the relevance of industrial relations in your own life and broader society
- Understand that different people have experienced ‘work’ in vastly different ways (e.g. through displacement, systemic racism, legal protections, etc.)
- Critically engage with key debates and current issues in the field (e.g. COVID-19 and the world of work, labour’s response to Black Lives Matter, Indigenous radical resistance, \$15 and Fairness, union relevance, right to strike, etc.)
- Describe the three regimes of work law
- Differentiate between perspectives that shape the law of work
- Understand how early labour struggles shaped current work law subsystem
- Trace the unionization process, from organizing campaign through certification
- Understand the parties and processes involved in collective bargaining
- Differentiate between approaches to dispute resolution
- Demonstrate an appreciation for the synergies between IR and HR subfields

Course Format and Expectations

This course is conducted completely online. The coursework is composed of twelve online modules. We have one week for each online module, which begins every week on Saturday and ends on Friday. Participation in online modules is required. Our online modules are hosted by the York University Moodle. To access the online modules, you need to log in with your passport York @ <https://moodle.yorku.ca/>. If you have never used York University Moodle before, you might be asked to finish your user profile after logging in.

In the **Course Information** area of the online course, you will find a short video to walk you through our online classroom. You will also find a detailed weekly schedule, a course announcement area, and the course outline.

Below the course information area, you will find **12 Weekly modules** listed chronologically. Each weekly module is a self-contained module where you will access all materials and instructions, participate in activities, and submit assignments. Please kindly note that **NOT ALL** modules are fully updated at the beginning of the semester. Though the core textbook readings are listed, along with a few articles and other materials, some modules will be updated throughout the semester to reflect current events related to course topics/themes. It is important for you to check our Moodle site regularly.

You will also have access to **blocks** at left and/or right sections of the screen (the layout might vary depending on your Moodle setting). Everyone in the course should have access to:

- Instructor contact information block: my email and virtual office hours.
- Resources block: various academic resources (Student Papers & Academic Research Kit (SPARK), Academic Integrity, and copyright information) and technical support links (online learning environment help, technology support, and accessibility information).
- Library resources block: ask our librarian by chat and Scott library research help.
- People block: a list of your peers.
- Navigation block: an index to allow easy navigation of the course.
- Administration block: grade book

Class Participation (online group discussion forums)

This course aims at providing hands-on and active learning experience for students. In the online modules, you will be asked to access the course materials and interact with these materials and your peers and the instructor by completing activities such as online discussions, quizzes, individual/group writing, and others. It is expected that you will invest **an average of 4 hours** for each online module.

Each online module contains at least one discussion topic. Given the usual class size of about 75 students, you will be divided into groups of approximately 10-12 students. Each week throughout the semester, you will remain in this same group for the purposes of the online group discussion forum. The smaller group discussion setting should help students feel more engaged with both the topic and their peers, rather than posting and reading through 70+ other comments. Here, you can have a more focused discussion.

It is critical to post quality messages to ensure a meaningful discussion. It is expected that you will:

- Engage in the online discussion following the deadline and instructions.
- Do not wait for the last minute to post your messages and respond to your peers' posts.
- Present frequently in the discussion forum to engage with your peers. Your postings should be evenly distributed during the discussion period rather than concentrated on one day or at the beginning or end of the discussion time.
- Post messages that should be a minimum of one short paragraph and a maximum of two to three paragraphs.
- Avoid postings that are limited to "I agree" or "great idea", etc. – provide rationales, examples, relate to your prior knowledge/experience, and cite your resources.
- Keep the discussion on topic.
- Use proper language, spelling, and grammar.

Your active engagement and participation in online sessions are crucial to both your and your peer's learning. Please keep in mind that everyone needs to contribute and engage to make this a valuable and successful experience.

For full participation marks, participate in each weekly discussion at least five times. At least one of these must be an original post (i.e. you initiate a discussion within the topic) and the others can be responses to other discussions within your group.

Everyone in this course is expected to treat each other with respect. In the online environment, without the visual cues and shared understanding of acceptable behaviour in face to face situations, it can be helpful to agree on basic 'netiquette' (online etiquette) for online parts of the course. Please refer to this document for a summary of expected online behaviour: [The Core Rules of Netiquette](#) from Albion.com, based on 'Netiquette' by Virginia Shea. For a very lighthearted quiz (informative but more suitable for younger audiences) you might want to visit [Betty's Netiquette Quiz](#).

What it takes to succeed in the online modules

In the online modules, you are mostly engaged with the course asynchronously, i.e., at different times and locations. In some modules there might be synchronous activities requiring everyone to participate at the same time. While the asynchronous nature of the online modules provides the flexibility of self-paced study, it does not translate into complete freedom from a schedule. Although you won't usually be required to participate in the module at a specific geographic location and time, you do need to be a presence in the course room regularly. In an online environment, you won't have the benefit of instructors' scheduled lectures in the classroom. It is therefore important to schedule 'class time' or study time every week in a similar way you would in face to face classes. Participating in online modules does not mean that it is ok to procrastinate or put off studying. It would be very difficult for most students learning in an online environment to successfully cram for exams and tasks online. Online learning requires students to make a commitment and set up a schedule to:

- Be familiar with the syllabus and the course structure completely and know how to contact the instructor. Don't wait until the last minute to ask questions.
- Log on to the course regularly, preferable everyday (at least every two to three days).
- Stay organized. Bookmark the course website and other important website that may become relevant during the course. Create a folder to keep your files organized
- Get to know your peers and interact with them. Students who interact and collaborate with their peers tend to be more successful.
- Do not procrastinate. Note all due dates, including those for the drafts and discussions and plan your work accordingly. Make note of any differences in time zones.
- Plan to perform online tasks and submit your assignment at least several hours before the due time to account for technical challenges or heavy internet traffic.
- Schedule any required synchronous sessions around your other commitments.

Required Textbook

- *Canadian Labour Relations: Law, Policy, and Practice (2nd ed)*, by David Doorey and Alison Braley-Rattai, is available at the Bookstore.

Assessment Tasks	Weighting	Due Dates
Assignments (2 x 10% each)	20%	September 25 & November 13
Midterm Test	20%	October 17 at 7-10pm: online
Final Exam	45%	Regular exam period (Dec9-23): online
Participation	15%	Throughout term

Course Policies

Academic Integrity

The core principles of academic integrity – honesty, trust, fairness, respect and responsibility – should be in the forefront for all you do as a student, employee, and/or manager. Please be reminded of York University's policies with respect to academic integrity. Violations of academic integrity are considered to be very serious and will be investigated in accordance with policy.

<http://www.yorku.ca/secretariat/policies/document.php?document=69>

Submitting Assignments

Assignments must be submitted electronically via Moodle. You must use Word to submit your assignment. Turnitin will be used for this course.

Late Policy

Late assignments are penalized by 10% per day (i.e. one day counts as anywhere between one minute late through 24 hours late). Assignments submitted more than 5 days late will not be accepted, unless you have discussed the situation with me in advance.

Access/Disability

If you require accommodation for a disability, please visit Counselling and Disability Services or see their website at <http://www.yorku.ca/dshub>

COURSE SCHEDULE

Wk	Date	Topic	Readings
1*	Sept8-11*	Introduction to Industrial Relations	Chapter 1
2	Sept12-18	A framework for analyzing Industrial Relations	Chapter 2
3	Sept19-25	Perspectives that shape Industrial Relations Assignment 1 (Sept 25th online before midnight)	Chapter 3
4	Sept26-Oct2	Who is an “employee” and why does it matter?	Chapter 4
5	Oct3-9	An intro to the collective bargaining regime and the Canadian labour movement	Chapter 5
	Oct10-16	Fall Reading Week	
6	Oct17-23	A brief history of labour and the law Midterm Test (Oct 17th online: Chapters 1-5)	Chapter 6
7	Oct24-30	Unions Part 1: Reasons to join, effects on business, and the unionization process	Chapters 7 and 8
8	Oct31-Nov6	Unions Part 2: Unfair labour practices and the regulation of unions	Chapters 9 and 14
9	Nov7-13	Collective bargaining and the collective agreement Assignment 2 (Nov 13th online before midnight)	Chapters 10 and 12
10	Nov14-20	Strikes, lockouts, and dispute resolution	Chapters 11 & 13
11	Nov21-27	Public sector labour relations	Chapter 15
12	Nov28-Dec4	Labour rights as human rights	Chapters 16 & 17
	Dec9-23	Final Exam (Exam period, online: Chapters 6-17)	TBD

*Note that the first week is a shortened week (it was either this, or a shortened week in the last week of classes when there is more reading/work required). Materials for Week 1 will be posted well in advance to ensure students have adequate time to prepare.