

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

Course Title: INDUSTRIAL RELATIONS
Course Code: HRM 3422, Section N (on-line)
Session/Term: W 2020
Instructor: Ping Peng
Email: ppeng@yorku.ca

Course Location/Course Method: On-line

Please note that this is an **online course**. The entire course, including the submission of assignments, participation/discussion and test-taking, will take place on the course's Moodle.

Course Date and Time: January 12, 2021 to April 6, 2021

Course webpage: Moodle website will be updated and provided prior to start of the course.

Technical requirements for taking the course:

Several platforms will be used in this course (e.g., Moodle, Zoom, etc.) through which students will interact with the course materials, the course director, as well as with one another. Please review this syllabus to determine how the class meets (in whole or in part), and how office hours and presentations will be conducted.

Students shall note the following:

- Zoom is hosted on servers in the U.S. This includes recordings done through Zoom.
- If you have privacy concerns about your data, provide only your first name or a nickname when you join a session.
- The system is configured in a way that all participants are automatically notified when a session is being recorded. In other words, a session cannot be recorded without you knowing about it.

Please review the [technology requirements and FAQs for Moodle](#).

Please note that you are expected to participate in the course 1) through video conferencing/Zoom and 2) that you will also appear on video (e.g., for

seminar/group discussions, etc.), you will need the following in order to fully participate in this course:

- 1) a stable, higher-speed Internet connection,
- 2) a computer with webcam and microphone,
- 3) or a smart device with these features.

Here are some useful links for student computing information, resources and help:

[Student Guide to Moodle](#)

[Zoom@YorkU Best Practices](#)

[Zoom@YorkU User Reference Guide](#)

[Computing for Students Website](#)

[Student Guide to eLearning at York University](#)

To determine Internet connection and speed, there are online tests, such as [Speedtest](#), that can be run.]

Virtual office hours:

By appointment via e-mail requests.

Course description:

This course will introduce the student to the complexities of the labour management relationship and explore various techniques for successfully managing this critical area of business. We will examine the relationship between the private actions of workers and employers and the role of the state in trying to influence those relationships through legal rules that at times encourage a collective model of employment relationships and at other times discourage and restrict the collective model. The course emphasizes the third regime of workplace governance: Collective Bargaining. Students will be challenged to think critically about how we govern the employment relationship in Canada and whether our policies are ultimately successful.

Course objectives and learning outcomes:

After completing this course, students will have a strong foundation in the key elements and philosophies that underpin the Canadian approach to the collective model of employment relationship. As well, students will be better equipped to assess and critique how legal regulation interacts with other social and economic tensions in the pursuit of public policy objectives. The knowledge acquired in this course will benefit students interested in the field of human resources and as well other business related areas.

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 4th edition

ISBN-13: 9780176891701

Organization of the course

Please note that this course will be taught **asynchronously** through weekly modules (lectures will be pre-recorded and posted on course website)

This course is divided into twelve (12) modules. You should begin the course in Module 1, and complete it before moving onto the next module. The modules have been organized in sequential order. While you can complete the modules at your own pace, a suggested timeline for completing the course has been provided in the schedule.

Course Schedule

Week of	Topic	Chapter
1 Jan 12-18	Introduction Introduction to Industrial Relations	1 Assignment: Exercise #3, page 20 (Home work. No need to submit)
2 Jan 19-25	Labour History =====	2 Assignment: Case Study Pg 52 (Home work. No need to submit)
	Economic, social and Political Environments	3 Assignment: Exercise #3, Pg 86 (Home work. No need to submit)
3 Jan 26- Feb1	The Legal Environment	4 Assignment: Exercise # 1, Pg 118 (Home work. No need to submit)
4 Feb 2-8	The Union Perspective	5 Assignment: Case Study, Pg 161- 163 (Home work. No need to submit)
5 Feb 9-12	The Management Perspective	6 Assignment: Case Study , pg 192- 193, due Feb 14. More details will be provided prior to due date
6 Feb 16-19	Reading Week	No class
7 Feb 23	Mid-term Examination Tuesday, Feb 23 7:00-9:00 PM	On line through Moodle Covers chapters 1-6

8 Mar 2-8	Collective Bargaining	7 Assignment: Exercise # 2, Pg 226 (Home work. No need to submit)
9 Mar 9-15	Collective Agreement Administration	8 Assignment: Discussion Question #4, Pg 263, (Home work. No need to submit)
10 Mar 16-22	Conflict Resolution, Grievances & Strike	9 Assignment: Case Study Page 304-306 Due Date: March 23, More details will be provided prior to due date
11 Mar 23-29	Third Party Dispute Resolution Procedures Impacts of Unionization	10 Assignment: Exercise #1, pg 327 (Home work. No need to submit) 11 Assignment: Discussion question #2, pg 359 (Home work. No need to submit)
12 Mar 30- Apr 5	Public Sector Issues	12 Assignment: Exercise #2, pg 390 (Home work. No need to submit)
13 April 6	Final Exam Tuesday, April 6, 7:00-9:00 PM	On line through Moodle Covers chapters 7-12

Course Evaluation

Assessment	Due date	Value (% of final grade)
First Individual Assignment	Feb 14 2021	20%
Mid-term	Feb 23, 2021	35%
Second Individual Assignment	Mar 23, 2021	25%
Final Exam	April 6, 2021	20%
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.

Course policies

Assignments:

There will be exercises and/or assignments assigned throughout the course. Two (2) case study assignments will be due and marked, for the total of 45%. The assigned exercises will not be marked. Students are required to submit the case study assignments by 10:00 PM of the due date. The assignments will be marked based on the quality of your answer as well as the use of course knowledge and concepts. Please note that acceptance for assignment submissions close at 10:00 pm of the due date and no late submission will be accepted. More detail of the requirements will be provided when class starts.

Midterm:

The Midterm exam will be held on line on Tuesday, Feb 23, 7-9 PM, covering chapters 1 – 6. Format will be provided prior to the exam. Please ensure that have access to reliable internet access during the exam. No alternate exam dates will be provided.

Final Exam:

The final exam will be held on line on Tuesday, April 6 7-9 PM, covering chapters 7-12. Format will be provided in advance prior to the exam. Please ensure that have access to reliable internet access during the exam.

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 and they have to write accumulative exams to include the missed content in 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 and contents discussed. 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.

Academic honesty and integrity

In this course, we strive to maintain academic integrity to the highest extent possible. Please familiarize yourself with the meaning of academic integrity by completing SPARK's [Academic Integrity module](#) at the beginning of the course. Breaches of academic integrity range from cheating to plagiarism (i.e., the improper crediting of another's work, the representation of another's ideas as your own, etc.). All instances of academic dishonesty in this course will be reported to the appropriate university authorities, and can be punishable according to the [Senate Policy on Academic Honesty](#).

Turnitin

To promote academic integrity in this course, students will be normally required to submit their written assignments to Turnitin (via the course Moodle) for a review of textual similarity and the detection of possible plagiarism. In so doing, students will allow their material to be included as source documents in the Turnitin.com reference database, where they will be used only for the purpose of detecting plagiarism. The terms that apply to the University's use of the Turnitin service are described on the Turnitin.com website.