

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

Course Title: INDUSTRIAL RELATIONS

Course Code: HRM 3422 B (In class)

Session/Term: W 2022

Instructor: Indira Somwaru

Email: isomwaru@shulich.yorku.ca

Office Hours: By appointment

Course Location:

Course Method: In class

Class Dates: Tuesdays, Jan. 10 to April 10, 2022

Class Time: 7:00 pm – 10:00 pm

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Course description:

There are three regimes of work law/workplace governance – the common law; regulatory standards (statute) law and labour relations/collective bargaining law. While common law and regulatory law govern non-unionized workplace, this course emphasizes the third regime - collective bargaining in Canada. It will introduce students to the complexities of the labour management relationship and explore various techniques for successfully managing this critical area of business.

During the course, we will look at 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. We will examine contemporary industrial relations institutions such as unions, collective bargaining, and dispute resolution, in both the private and public sector.

We will learn about the logistics of union organizing and certification, and examine the benefits and challenges they face. As labour relations falls under the purview of provincial jurisdiction, emphasis will be placed on the province of Ontario while we examine these processes.

We will also study public sector labour relations by examining 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, the dual roles that the government plays – an employer and an unbiased umpire.

Students will be challenged to think critically about how we govern the employment relationship in Canada and whether our policies are ultimately successful.

Learning Objectives:

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.

Course Format and Expectations:

This course will be conducted in class – in person learning. A combination of lectures, discussions, case studies, videos and news items as well as homework and in-class assignments.

Lecture slides and reading materials for the week will be posted two days in advance of class time on the eClass website: <https://eclass.yorku.ca/>

Required Textbook

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

Course Evaluation – Provisional*

(*This is subject to change at the instructor's discretion within the first few weeks of class and students will be notified promptly once a final decision has been made)

Assessment	Due date	Weighting (% of final grade)
Mid-term	Feb. 15, 2022	35%
Individual Assignment (details to be announced in first class)	Mar. 22, 2022	25%
Final Exam	Exam period (April 12-29)	40%
Total		100%

The DROP DATE to drop a course for Winter 2022 without a grade being entered is March 18, 2022.

The DROP DATE to drop a course for Winter 2022 and receive a grade of “W” on transcript is March 19 - April 10.

All final grades will be reviewed by the School of Human Resource Management and the School reserves the right to modify them to maintain high standards.

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. <https://www.yorku.ca/secretariat/policies/policies/academic-honesty-senate-policy-on/>

Submitting Assignments

Assignments must be submitted electronically via eClass. You must use Word to submit your assignment. A folder will be created to receive the assignments.

Late Policy

Late assignments are penalized by 5% per day. Assignments submitted more than 5 days late will not be accepted, unless you have discussed the situation and received my approval in advance.

Access/Disability

If you require accommodation for a disability, please visit Student Accessibility Services or see their website at <https://accessibility.students.yorku.ca/>

Course Schedule

Week	Date	Topic	Chapters
1	Jan. 11	Course Introduction Introduction to Industrial Relations Canadian Law of Work in a nutshell	1
2	Jan. 18	A framework for analyzing the law of work Key Perspectives that shape the law of work	2 3
3	Jan. 25	What is employment? Introductions to the collective bargaining regime and the Canadian labour movement	4 5
4	Feb. 1	A brief history of labour and the law Why do workers join unions and what effects do unions have on businesses?	6 7
5	Feb. 8	The unionization process Review for mid-term exam	8
6	Feb.15	Midterm	Covers chapters 1-8
7		BREAK WEEK	

8	Mar. 1	Unfair labour practices and the right to Organize The regulation of unions: legal status, the duty of fair representation, and Decertification	9 14
9	Mar. 8	Collective Bargaining and the making of a Collective Agreement The Collective Agreement	10 12
10	Mar. 15	The law of industrial conflict	11
11	Mar. 22	Grievances, labour arbitration, and “Just Cause” for discipline in the Unionized Workplace Assignment Due	13
12	Mar. 29	Public Sector Labour Relations	15
13	April 5	Should the use of replacement worker be prohibited? Should public sector workers have the right to strike? Final exam review	22 23
		Final Exam Exam period (April 12-29)	On chapters covered after mid-term exam