



**Course Outline
AP/HRM3422A**

Online Asynchronous – Summer 2022

Industrial Relations

York University - School of Human Resource Management

Course Director/Adjunct Professor: Ron Alexandrowich M.Ed. DHRP

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Dates: (Week of May 9 – July 31, 2022)

Time: This on-line class will be asynchronous. (No scheduled time.)

Location: Online only.

Office Hours: I do not have office hours. You may set up a time to meet one-on-one using Zoom.

Chats: I will set up weekly chat sessions using Zoom 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, Nelson Education Series in Human Resource Management_Robert Hebdon, Trevor C Brown ISBN-10: 0176891706
ISBN-13: 9780176891701 Publisher: Top Hat Edition: 4th Copyright: 2020
(I will provide a link for an e-text from the publisher when available.)

Course Schedule:

Week of	Topics	Details of topics to be covered in the course, by unit or by week
May 8	Chapter 1	Introduction to course, assignments, and expectations. Introduction to the field of labour and industrial relations. Who are the players?
May 15	Chapter 2	Movement towards unionization. A look at the past and present. What can we learn?
May 22	Chapter 3	Economic/Social/Political Environments What does demographics, labour market, and social changes have to do with anything?
May 29	Chapter 4	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?
June 5	Chapter 5 Chapter 6	The Union Perspective The Management Perceptive
June 12	Midterm Exam	Midterm exam
June 19	Reading Week	Reading Week
June 26	Chapter 7	Collective Bargaining Strategies. Will you win, lose, or give up?
July 3	Chapter 8	Administration of the Collective Agreement. Are there any language interpretation issues within the agreement?
July 10	Chapter 9	Conflict Resolution. What are the real causes of strikes and lockouts?
July 17	Chapter 10 Paper Due	Third Party Dispute Resolution. When do we need a Mediator or Arbitrator?
July 24	Chapter 11	Impact of Unions on Management decisions. Has Management lost control?
July 31	Chapter 12	The Public Sector. How are things different in the Public Sector?

Item	Weighting	Due Date
Midterm	30	June 12
Individual Paper	30	July 17
Final Exam	40	TBD
Total	100	

Individual Paper: 30% Due July 17, 2022

You will research a current Industrial Relations issue facing organizations, in Canada or elsewhere, related to this course. There are multiple sources of information: 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.

You should cover the following in your paper: **A format suggestion only.**

An introduction and purpose of your paper (1 page). Background of the problem and review/analysis of related information/what you found (8 - 9 pages). Your recommendations on how organizations can manage the issue (3 pages)

Your **written paper** should be approx. 12 - 14 pages, excluding the cover page and list of references, (Arial or Times New Roman, 12 pitch, with 1" margins: double-spaced).

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). A rubric will be supplied.

Your **written paper** should be approx. 10 - 14 pages, excluding the list of references (Arial or Times New Roman, 12 pitch, with 1" margins: double-spaced).

Mid-term Exam: Week of June 12, 2022 (30%)

The format and date will be determined. It is imperative you attend the mid-term since there will be no other alternative dates to write a make-up exam. The mid-term exam is a take home open-book exam covering materials covered in class.

Final Exam Cumulative (40%):

The final exam is a take home open-book exam and take place during the official final exam period of Aug 11 – 18, 2022.

The format and date will be determined.