

University of Waterloo
HRM 307 Labour Relations Fall 2020

University of Waterloo

Department of Psychology

Thursdays: 6:30 pm-9:20 pm remote lecture delivery (starting Thursday September 10, 2020)

Lecturer and T.A. Information

Lecturer: Mark Gernon

Office: PAS 3237 Is CLOSED – No in-person appointments available at this time

Office Phone: contact by email

Office Hours: By Appointment

Email: mgernon@uwaterloo.ca

Cell: 416-347-6875

T.A.	Amy Barron
Email	ahbarron@uwaterloo.ca
Office	CLOSED – No in-person appointments available at this time
Office Hours	By Appointment – by e-mail or as arranged with the TA

Course Description

This course is of importance to those with interests in the field of human resources and labour relations. The course will examine: the human resource management implications of unionization; different frameworks for labour relations; environmental factors influencing industrial relations; the key players in labour relations; the attainment of bargaining rights; the legislative framework governing labour relations (including Ontario's Labour Relations Act, 1995 & the Employment Standards Act, 2000); the collective bargaining process; key elements of a collective agreement; the administration of the collective agreement; the grievance and arbitration process; and the history and future of labour relations.

Course Goals and Learning Outcomes

Upon successful completion of this course, students will have an understanding of:

- A. Understand the impact of unionization on union and non-union organizations
 - Explain the factors impacting labour relations
 - Describe the membership, structure and governance of unions
- B. Describe the impact and role of government (including legislation) in labour relations
 - Understanding of the legislation that impacts labour relations
 - Describe the attainment and termination of bargaining rights
- C. Explain the collective bargaining process
 - Understanding the steps in collective bargaining from both parties' perspective
 - Understand the dispute resolution processes critical to labour relations
- D. Understand the administration of the collective bargaining agreement
 - Understand differences in the union vs the non-union environment
 - Develop a perspective on the future of labour relations

Required Text

- LABOUR RELATIONS, SUFFIELD GANNON (Pearson Canada Inc.)
Suffield, Larry, 1949 - , author
Labour Relations / Larry Suffield, Lambton College, Gary L. Gannon, Durham College,
- fifth edition,

Copies of this textbook is available in electronic format and also available on the Pearson Canada website - <http://www.pearson.com/>

Readings available on LEARN

- Ontario Labour Relations Act (<https://www.ontario.ca/laws/statute/95l01>)
- Ontario Employment Standards Act (<https://www.ontario.ca/laws/statute/00e41>)
- Ontario Human Rights Code
- Other resources as provided

Course Requirements and Assessment

Information on course requirements and assessments.

Assessment	Date of Evaluation	Weighting
Fact Sheet on a selected Canadian Union	September 24, 2020	10%
Midterm Test	October 8, 2020	20%
Arbitration assignment	November 5 to November 24, 2020	25%
2 quizzes (10 % each)	October 22 / November 12, 2020	20%
Final Exam	TBA	25%
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Total		100%

THE COURSE WILL BE DELIVERED REMOTELY

**LIVE LECTURE on THURSDAY nights starting
SEPTEMBER 10, 2020 at 6:30PM.**

**LECTURES WILL BE DELIVERED VIA WebEx and
lectures will be archived for access at any
time.**

**Course Log-in details will be provided prior to
start of course.**

Assessment 1 - Fact Sheet on a selected Canadian Union

Each student will be required to research a Canadian union (or an International union that represents Canadian employees, and outline in one page or less, ten facts relating to the union. This is worth 10%. This is an individual assignment. Characteristics of excellent work will include professional and clear writing style, absence of spelling or grammatical errors, and accurate and relevant facts, with appropriate citation. Marks will be deducted for late submissions, spelling errors, poor grammar, inaccurate facts, lack of citation, copying and pasting from a website etc.

Students must be able to defend their facts.

Assessment 2 – Assignment / Quiz

Students will be provided with an assignment / quiz – to be completed within 24 hours of being issued

Assessment 3 – Midterm Test

Covers all material in Chapters 1-6 as well as all material presented in class and materials provided on LEARN.

Assessment 4 – Arbitration Assignment

Students will be provided with case summaries and arbitration case law and will analyse the facts of the case submission and then write an arbitration ruling/decision as the arbitrator. As arbitrators the students, may use the case law presented to them in support of their decision, or they may use additional case law / statutes they researched.

Characteristics of excellent work: use of sources of information (appropriately cited), thorough, practical and/or creative strategies and outcomes, logical, clear and legal sound argument, absence of grammatical errors and typos.

The overall assignment is worth 25% of the final grade.

Assessment 5 – Assignment / Quiz

Students will be provided with an assignment / quiz – to be completed within 24 hours of being issued

Assessment 6 – Final Exam

Covers all chapters in the course textbook (1-12), as well as all material presented during lectures and on LEARN. The final exam is worth 25% of final grade. It will be held during the University's Final Exam Period. Accommodation to alter exam times may be requested.

Course Outline

Notes on readings.

Week	Date	Topic	Readings Due
1	September 10 COURSE START	Introduction to Labour Relations Industrial Relations Labour History Union Assignment issued	Chapter 1 Chapter 2
2	September 17	Labour History (continued) Economic, Social and Political environment Employers: Objectives, Processes, and Strategy	Chapter 2 Chapter 3
3	September 24	Unions: Objectives, Processes and Strategy Union Assignment DUE	Chapter 4
4	October 1	Governments, Labour Relations Boards, and Other Parties [Legal Environment / Legal framework] Union Organizing Drive and Certification	Chapter 5 Chapter 6 Midterm Review
5	October 8	Midterm Test	Chapters 1-6 plus all lecture material
READING WEEK – OCTOBER 10 to OCTOBER 18, 2020			
6	October 22	The Collective Agreement Negotiations/ Collective Bargaining Assignment / Quiz Number 1	Chapter 7 Chapter 8

Week	Date	Topic	Readings Due
7	October 29	Strike, Lockouts, and Contract Dispute Resolution	Chapters 9
8	November 5	Administration of the Collective Agreement Arbitration Assignment issued	Chapter 10
9	November 12	Public Sector Labour Relations Assignment / Quiz Number 2	Chapter 11
10	November 19	Future of Unions Labour and Employee Relations Effective Communication	Chapter 12
	November 24	Arbitration Assignment due by 10:00 PM	Week 12 readings
11	November 26	Impacts of Unionization / Effects of Unionization and Employee Relations Programs	
12	December 3	Final Exam Review	Chapters 1 – 12 plus all lecture material
FINAL EXAM DATE TO BE ANNOUNCED			

Late Work

In the case of a missed assignment deadline, test or quiz, the instructor will either:

1. waive the course component and re-weight the remaining term work as he/she deems fit according to circumstances and the goals of the course, or
2. provide an extension.

Information on Plagiarism Detection

Turnitin.com: Text matching software (Turnitin®) may be used to screen assignments in this course. This is being done to verify that use of all material and sources in assignments is documented. Students will be given an option if they do not want to have their assignment screened by Turnitin®. In the first week of the term, details will be provided about arrangements and alternatives for the use of Turnitin® in this course.

Academic Integrity

In order to maintain a culture of academic integrity, members of the University of Waterloo are expected to promote honesty, trust, fairness, respect and responsibility. See the [Office of Academic Integrity webpage](#) for more information.

Discipline

A student is expected to know what constitutes academic integrity, to avoid committing academic offences, and to take responsibility for his/her actions. Check [the Office of Academic Integrity](#) for more information. A student who is unsure whether an action constitutes an offence, or who needs help in learning how to avoid offences (e.g., plagiarism, cheating) or about “rules” for group work/collaboration should seek guidance from the course professor, academic advisor, or the Undergraduate Associate Dean. When misconduct has been found to have occurred, disciplinary penalties will be imposed under Policy 71 – Student Discipline. For information on categories of offenses and types of penalties, students should refer to [Policy 71 - Student Discipline](#). For typical penalties check [Guidelines for the Assessment of Penalties](#).

Concerns about a Course Policy or Decision

Informal Stage. We in the Psychology Department take great pride in the high quality of our program and our instructors. Though infrequent, we know that students occasionally find themselves in situations of conflict with their instructors over course policies or grade assessments. If such a conflict arises, the Associate Chair for Undergraduate Affairs (Richard Eibach) is available for consultation and to mediate a resolution between the student and instructor: Email: reibach@uwaterloo.ca; Ph 519-888-4567 ext. 38790

Grievance

A student who believes that a decision affecting some aspect of his/her university life has been unfair or unreasonable may have grounds for initiating a grievance. Read Policy 70 - Student Petitions and Grievances, Section 4. When in doubt, please be certain to contact Richard Eibach, the Associate Chair for Undergraduate Affairs who will provide further assistance; reibach@uwaterloo.ca.

Appeals

A decision made or penalty imposed under Policy 70 - Student Petitions and Grievances (other than a petition) or Policy 71 - Student Discipline may be appealed if there is a ground. A student who believes he/she has a ground for an appeal should refer to [Policy 72 - Student Appeals](#).

Note for Students with Disabilities

The [AccessAbility Services](#) office, located on the first floor of the Needles Hall extension (NH 1401), collaborates with all academic departments to arrange appropriate accommodations for students with disabilities without compromising the academic integrity of the curriculum. If you require academic accommodations to lessen the impact of your disability, please register with the AS office at the beginning of each academic term.

Accommodation for course requirements for Psychology courses.

Policies of the Psychology department pertaining to course requirements are available on the [department website](#).

Mental Health Services

Mental Health Services aim is to provide holistic programming and services to help you lead a healthy and balanced life. We strive to provide a secure, supportive environment for students of all orientations and backgrounds.

Students suffering from problems with anxiety, depression, problems with sleep, attention, obsessions or compulsions, relationship difficulties, severe winter blues, etc., may make an appointment by phone or in person. Appointments are usually available within two days of initial contact with one of our medical doctors. All contacts are completely confidential.

Contact Health Services

Health Services Building

Call 519-888-4096 to schedule an appointment

Call 1-866-797-0000 for free 24/7 advice from a health professional

Contact Counselling Services

Needles Hall Addition, NH 2401

Call 519-888-4567 x 32655 to schedule an appointment

counserv@uwaterloo.ca

Territorial Acknowledgement

We acknowledge that we are living and working on the traditional territory of the Attawandaron (also known as Neutral), Anishinaabe and Haudenosaunee peoples. The University of Waterloo is situated on the Haldimand Tract, the land promised to the Six Nations that includes six miles on each side of the Grand River.