

HRM 307 Labour Relations Spring 2020

University of Waterloo

Department of Psychology

Thursdays: 6:30 pm-9:20 pm remote lecture delivery (starting Thursday May 14, 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.	Igor Mitrovic
Email	igor.mitrovic@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

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 critical 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:

- the key terms relating to labour relations
- the impact of unionization on union and non-union organizations
- the impact of legal concepts on human resources and labour relations
- the key elements of a collective agreement
- the impact and role of government (including legislation) in labour relations
- the attainment and termination of bargaining rights
- the membership, structure and governance of unions

- the collective bargaining process
- the methods of resolving disputes (interest arbitration, mediation, conciliation)
- the features of labour relations in the public sector

Upon completion of this course, students should be able to:

- 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
- 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
- Explain the collective bargaining process
 - Understanding the steps in collective bargaining from both parties' perspective
 - Understand the dispute resolution processes critical to labour relations
- 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

- Industrial Relations in Canada, fourth edition, HEBDON BROWN

Copies of this textbook is available in electronic format and also available on the Nelson Canada website - <http://www.nelson.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

Assessment	Date of Evaluation	Weighting
Fact Sheet on a selected Canadian Union	May 28, 2020	5%
Midterm Test	June 11, 2020	20%
Arbitration assignment	July 9 to July 25, 2020	30%
3 quizzes (5 % each)	May 21 / Jun 25 / Jul 16	15%
Final Exam	TBA	30%
Total		100%

THE COURSE WILL BE DELIVERED REMOTELY

Assessment	Date of Evaluation	Weighting
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LIVE LECTURE on THURSDAY nights starting May 14, 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.

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 5%. 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.

Midterm Test

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

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 30% of the final grade.

Assessment 4

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 30% of final grade. It will be held during the University's Final Exam Period. Requests for early sittings and special consideration to accommodate travel plans are typically

not granted. You are strongly advised to not make travel plans until the University has posted the final exam schedule.

Course Outline

Notes on readings.

Week	Date	Topic	Reference Reading
1	May 14	Introduction to Labour Relations Industrial Relations Labour History Union Assignment	Chapter 1 Chapter 2
2	May 21	Labour History (continued) Economic, Social and Political environment Unions: Objectives, Processes, Structure, and History Quiz number 1.	Chapter 2 Chapter 3
3	May 28	Legal Environment Governments, Labour Relations Boards, and Other Parties Legal framework Union Assignment DUE	Chapter 4
4	Jun 4	Union Perspective Collective Agreements /Representation Management Perspective	Chapter 5 Chapter 6 Midterm Review
5	Jun 11	Midterm Test	Chapters 1-6 plus all lecture material

Week	Date	Topic	Reference Reading
6	Jun 18	Negotiations/ Collective Bargaining Collective Agreement Administration	Chapter 7 Chapter 8
7	Jun 25	Administration of the Collective Agreement Contract Dispute Resolution, Strikes and Lockouts Quiz number 2.	Chapters 9 / 10
8	Jul 2	Impacts of Unionization/Effects of Unionization and Employee Relations Programs	Chapter 11
9	Jul 9	Public Sector Unions Arbitration Assignment issued	Chapter 12
10	Jul 16	Future of Labour and Employee Relations Effective Communication Quiz number 3.	
12	Jul 23	Exam Review	Chapters 1-12
11	Jul 25	Arbitration Assignment due by 10:00 PM	

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.

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.