

HRM 307 Labour Relations Winter 2022

University of Waterloo

Department of Psychology

Thursdays: 6:30 pm-8:30 pm on-line / remote lecture January 6, 13, and 20

Thursdays: 6:30 pm-9:00 pm in class lectures – To Be Confirmed starting **January 27, 2022**

Lecturer and T.A. Information

Lecturer: Mark Gernon

Office: **CLOSED**

Office Phone: contact by email or by phone

Office Hours: By Appointment

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T.A.	Denise Law
Email	D7law@uwaterloo.ca
Office	CLOSED
Office Hours	By Appointment

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* & 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
- E. Understand the legal framework of employment contract law and legal aspects of Human Resource and Labour Relations administration

Required Text

LABOUR RELATIONS, 5th. Ed SUFFIELD GANNON (Pearson Canada Inc.)

Suffield, Larry, 1949 - , Gannpn, Gary

Labour Relations / Larry Suffield, Lambton College, Gary L. Gannon, Durham College,
- fifth edition,

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

Classes will be a combination of the following:

Lecture - you will be guided through the information representing the various chapters in the text. Not all text material will be covered in class however you will be responsible for all information in the text and in class for the midterm test and final exam.

Videos

*Note: This course outline is a guide to give you a general idea of what to expect in the sessions. There will be videos to review from on-line sources. These items will help to elaborate on the topics and material of the course. Similarly, we may not cover everything in class as listed in the course outline.

Assessment	Date of Evaluation	Weighting
Fact Sheet on a selected Canadian Union	January 13, 2022	10%
Quiz 1	January 20, 2022 Due Jan 21	10%
Quiz 2	February 3, 2022 Due Feb 4	10%
Assignment 1	February 17, 2022 (released Feb 10)	15%
Quiz 3	March 3, 2022 Due Mar 4	15%
Quiz 4	March 17, 2022 Due Mar 18	15%
Arbitration Assignment	Apr 1, 2022 (released Mar 18)	25%
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Total		100%

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.

Quizzes x4

Students will be provided with four (4) quizzes to complete and submit to the Course DropBox

Assessment 1

Students will be issued an assignment to be completed and submit to the Course DropBox

Assessment 2 – Arbitration Assignment

Students will be provided with case summaries and arbitration case law. Students 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.

Course Outline

Notes on readings.

Week	Date	Topic	Reference Reading
1	January 6 On-Line / Remote COURSE START	Introduction to Labour Relations Industrial Relations Labour History Union Assignment issued	Chapter 1

Week	Date	Topic	Reference Reading
2	January 13 On-Line / Remote	Labour History The Environment Economic, Social and Political environment UNION ASSIGNMENT DUE	Chapter 2
3	January 20 On-Line / Remote	Employers: Objectives, Processes, and Strategy QUIZ 1	Chapter 3
4	January 27 In-Class TBA	Unions: Objectives, Processes and Strategy	Chapter 4
5	February 3 In-Class TBA	Governments, Labour Relations Boards, and Other Parties [Legal Environment / Legal framework] Union Organizing Drive and Certification QUIZ 2	Chapter 5 Chapter 6 FINAL OFFER MOVIE (deals with Chapter 8 – Negotiation of the Collective Agreement)
6	February 10 In-Class TBA	The Collective Agreement Negotiations/ Collective Bargaining	Chapter 7 Chapter 8
7	February 17 In-Class TBA	Strike, Lockouts, and Contract Dispute Resolution ASSIGNMENT 1	Chapters 9
8	READING WEEK – FEBRUARY 19 to FEBRUARY 27, 2022		

Week	Date	Topic	Reference Reading
9	March 3 In-Class TBA	Administration of the Collective Agreement QUIZ 3	Chapter 10
10	March 10 In-Class TBA	Administration of the Collective Agreement Contract Dispute Resolution, Strikes and Lockouts	Chapters 9 / 10
11	March 17 In-Class TBA	Public Sector Labour Relations Effects of Unionization and Employee Relations Programs QUIZ 4	Chapter 11 Chapter 12
12	March 24 In-Class TBA	Course Review – How to conduct Research for arbitration assignment / how to write an arbitration Labour and Employment Trends	
13	March 31 In-Class TBA	Future of Unions Labour and Employee Relations	

Late Work

In the case of a missed assignment deadline, or quiz, the student will receive a NIL grade.

Assignments and quizzes submitted late will be subject to a 15% mark reduction for each day (including partial days) late.

Reasonable accommodation may be granted by the Instructor or the TA to provide extensions to submit an assignment or quiz post the published due date.

Information on Plagiarism Detection

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. Check 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 their 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 they have 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

- Students requesting accommodation for course requirements (assignments, midterm tests, final exams, etc.) due to illness should do the following:
 - Consult the University's [examination regulations](#) for information about procedures and policies for requesting accommodations
 - seek medical treatment as soon as possible
 - obtain documentation of the illness with a completed uWaterloo [Verification of Illness Form](#)
 - submit that form to the instructor within 48 hours. Students in Centre for Extended Learning (CEL) courses must submit their confirmation of the illness to CEL.
 - (if possible) inform the instructor by the due date for the course requirement that you will be unable to meet the deadline and that documentation will be forthcoming.
 - In the case of a missed assignment deadline, midterm test, or quiz, the instructor may provide an extension.
- In the case of bereavement, the instructor will provide similar accommodations to those for illness. Appropriate documentation to support the request will be required.
- Students who are experiencing extenuating circumstances should also inform their academic advisors regarding their personal difficulties.
- Elective arrangements such as travel plans are not acceptable grounds for granting accommodations to course requirements per the [uWaterloo Examination Regulations and Related Matters](#).

Official version of the course outline

If there is a discrepancy between the hard copy outline (i.e., if students were provided with a hard copy at the first class) and the outline posted on LEARN, the outline on LEARN will be deemed the official version. Outlines on LEARN may change as instructors develop a course, but they become final as of the first class meeting for the term.

Mental Health Support

All of us need a support system. The faculty and staff in Arts encourage students to seek out mental health support if they are needed.

On Campus

Due to COVID-19 and campus closures, services are available only online or by phone.

- Counselling Services: counselling.services@uwaterloo.ca / 519-888-4567 ext. 32655
- [MATES](#): one-to-one peer support program offered by the Waterloo Undergraduate Student Association (WUSA) and Counselling Services

Off campus, 24/7

- [Good2Talk](#): Free confidential help line for post-secondary students. Phone: 1-866-925-5454
- Grand River Hospital: Emergency care for mental health crisis. Phone: 519-749-4300 ext. 6880
- [Here 24/7](#): Mental Health and Crisis Service Team. Phone: 1-844-437-3247

Full details can be found online on the Faculty of Arts [website](#)

Download [UWaterloo and regional mental health resources \(PDF\)](#)

Download the [WatSafe app](#) to your phone to quickly access mental health support information.

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 ten kilometres on each side of the Grand River.