

COURSE NAME: HRP114 Employee and Labour Relations

Credit Value: 3
Total Course Hours: 42
Prerequisite Course(s): None
Corequisite Course(s): None

COURSE DESCRIPTION

This course introduces students into the complex world of management and union relations. Students will use practical simulation to reinforce the theoretical material and to highlight important labour relations issues. Students will gain an understanding of how unions are formed, their function, and structure, collective bargaining, the grievance procedure, the related laws and regulations and the administration of the collective agreement.

PLAR INFORMATION

This course is not eligible for Prior Learning Assessment and Recognition.

COURSE LEARNING OUTCOMES

Upon completion of this course, the student will have reliably demonstrated the ability to:

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| <p>1.0 Describe the origins of the labour movement and explain the importance of labour relations for employers, employees, unions and the public.</p> <ul style="list-style-type: none">1.1 Define labour relations and related terms.1.2 Explain the significance to Human Resources Management (HRM) professionals.1.3 Identify key dates and events in Canadian labour history.1.4 Describe the employment relationship in non-union and union environments.1.5 Analyze key aspects of the systems and political-economic frameworks of labor relations. <p>2.0 Consider the environment that influences the parties and the processes of labour relations.</p> <ul style="list-style-type: none">2.1 Describe the possible effects of economic variables on employer and union positions.2.2 Describe how the economic, technological, demographic, social, political and legal environment affects labour relations.2.3 Analyze how and why demographics can cause the parties to adjust their respective goals and strategies.2.4 Highlight the implications of the social and political environment for labour relations | <p>processes.</p> <p>2.5 Describe the legal framework that affects employers and unions.</p> <p>3.0 Describe the roles of the employer and union as it relates to labour relations including objectives, processes, employer strategy and union structure.</p> <ul style="list-style-type: none">3.1 Explain the factors affecting the employers labour relations strategy and review alternative HR strategies or approaches.3.2 Review the features of high-performance work systems and explain their implications for labour relations.3.3 Identify the objectives and processes used to achieve those objectives by both the employer and the union.3.4 Outline the nature and extent of unionization and describe the structure and functions of the labour movement.3.5 Review the history and development of unions and explain the historical influence on the modern labour relations environment. <p>4.0 Consider the role of government, labour relations boards and independent third parties in the context of the political and legal systems.</p> <ul style="list-style-type: none">4.1 Explain the objectives of government and the methods used to achieve those objectives. |
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- 4.2 Identify the composition, roles and importance of labour relations boards.
- 5.0 Explain the steps that are taken to organize and certify a union.
- 5.1 Analyze reasons why employees may, or may not, want to join a union.
- 5.2 Outline how a union obtains bargaining rights and its significance.
- 5.3 Identify the steps in a union organizing campaign and the application for certification.
- 5.4 Explain the principles of unfair labour practices the remedies available.
- 5.5 Describe the grounds and procedure to terminate a union's bargaining rights.
- 5.6 Explain the impact of the sale of a business on a union's bargaining rights.
- 6.0 Analyze and explain the importance of the collective agreement.
- 6.1 Describe the legal nature of the collective agreement between the parties in labour relations.
- 6.2 Identify the mandatory and voluntary terms included in the collective agreement.
- 6.3 Outline the respective parties preferred collective agreement terms and phrasing.
- 6.4 Understand which language is prohibited in the collective agreement.
- 6.5 Explain the implications of the collective agreement and HRM functions.
- 7.0 Describe, experience and assess the negotiation of a collective agreement.
- 7.1 Explain the determinants and significance of the bargaining structure.
- 7.2 Describe the sub-processes of negotiation.
- 7.3 Review the importance of the union-management relationship and explain the techniques and procedures in traditional adversarial bargaining.
- 7.4 Explain the legal implications of labour relations legislation in negotiating a collective agreement.
- 7.5 Review the essential nature of negotiating tactics.
- 7.6 Explain the principles of interest-based bargaining.
- 8.0 Explain the principles of contract negotiation disputes and the processes available to assist the parties reach an agreement.
- 8.1 Explain the purpose and outline the prerequisites for a strike and/or lockout.
- 8.2 List the factors that influence strike and lockout activity.
- 8.3 Describe the role of government intervention in contract disputes.
- 8.4 Review methods that can be used to resolve contract disputes.
- 9.0 Analyze and apply the techniques of effective collective agreement administration.
- 9.1 Describe management rights and explain the limitations on the exercise of management rights.
- 9.2 Understand the implications of human rights legislation in the administration of the collective agreement.
- 9.3 Explain the principles and importance of the grievance and arbitration process.
- 9.4 Apply discipline in compliance with the collective agreement and legislation, and outline disciplinary measures available to the employer.
- 9.5 Explain the union's duty of fair representation and indicate how it affects the employer.
- 10.0 Describe the distinctive features of public sector labour relations and the future of unions.
- 10.1 Identify the scope and importance of the public sector.
- 10.2 Examine the development of collective bargaining in the public sector.
- 10.3 Examine recent trends in public-sector labour relations.
- 10.4 Review demographic and economic trends in the next decade that will impact labour unions in Canada.
- 10.5 Explain how globalization will affect the Canadian labour movement.
- 10.6 Discuss the importance of improving the union-management relationship in the future.

GENERAL EDUCATION

This is not a General Education course.

ESSENTIAL EMPLOYABILITY SKILLS OUTCOMES

This course contributes to the following Ministry of Colleges and Universities approved essential employability skills (EES) outcomes:

1. Communicate clearly, concisely, and correctly in the written, spoken, and visual form that fulfils the purpose and meets the needs of the audience.
2. Respond to written, spoken, or visual messages in a manner that ensures effective communication
4. Apply a systematic approach to solve problems
5. Use a variety of thinking skills to anticipate and solve problems
8. Show respect for the diverse opinions, values, belief systems, and contributions of others
9. Interact with others in groups or teams in ways that contribute to effective working relationships and the achievement of goals.
10. Manage the use of time and other resources to complete projects.
11. Take responsibility for one's own actions, decisions, and consequences.

EXTERNAL COURSE ACCREDITATIONS AND CONDITIONS

HRPA - Human Resources Professional Association course equivalent

COURSE EVALUATION

Bargaining Assignment/Tests/Role Play

PROGRAM SPECIFIC GRADING

Tests comprise 60% of course mark

Role Play and Bargaining comprise 35% of course mark

Class participation comprise 5% of course mark

GRADING SYSTEM

A+:	90-100%	B+:	77-79%	C+:	65-69%	D:	50-54%	S - Satisfactory
A:	85-89%	B:	73-76%	C:	60-64%	F:	0-49%	I - Incomplete
A-:	80-84%	B-:	70-72%	D+:	55-59%			F- Repeat Course, included in GPA
								FS- Failure Supplemental
								FR- Repeat course, excluded from GPA

*For a complete chart of grades and descriptions, please see the Grading Policy.

LEARNING RESOURCES

Other Resources:

Labour Relations, Suffield/Gannon, 5th Edition, ISBN: 978-0-13-535517-6

Resources listed on the course outline support the achievement of learning outcomes, and may be used throughout the course to varying degrees depending on the instructor's teaching methodology and the nature of the resource.

LEARNING ACTIVITIES

Lecture, Discussion, Role Play, Blogs, Assignment

DELIVERY MODE

This course may be delivered, in whole or in part, in a number of modalities, including in class, online, hybrid, in a synchronous or asynchronous manner or a combination thereof, as per accreditation and/or regulatory standards where appropriate.

EXPERIENTIAL LEARNING

All full-time programs of study at Canadore College strive to provide students with the opportunity for experiential learning. This course provides students with an experiential learning opportunity through:

Workplace/Lab Simulation (EL)

ACADEMIC POLICIES

Canadore College is committed to the highest standards of academic integrity, and expects students to adhere to these standards as part of the learning process in all environments. The College's Academic Integrity policy seeks to ensure that all students understand their rights and responsibilities in upholding academic integrity and that students receive an accurate and fair assessment of their work. Please review the Academic Integrity policy (A-18) and other academic policies found on our website:

<https://www.canadorecollege.ca/about/policies>.

COLLEGE POLICIES

- Protecting human rights in support of a respectful college community

For college policies please see: <http://www.canadorecollege.ca/about-us/college-policies>.

STUDENT SUCCESS SERVICES - Your Success Matters!

Student Success Services provides student-focused services to facilitate students' success in their studies. Staff provide support by reducing and/or removing educational-related barriers through individualized accommodations and supports to students with disabilities.

Please visit our webpage to learn more: <https://www.canadorecollege.ca/support/student-success-services> or look for our events on social media.

To connect with Student Success Services email studentsuccessnow@canadorecollege.ca or call 705.474.7600 ext 5205.

FIRST PEOPLES' CENTRE:

A culturally safe environment offering CONFIDENTIAL student focused services, drop in or make an appointment to access:

- One on one counselling
- Elder in residence program
- Peer tutoring
- Peer mentorship
- Lunch & learn workshops on study skills, self-care, life skills
- Learning Resource Centre

Drop by our offices at C254 College Drive, E101 Commerce Court or call 705 474 7600 Ext. 5961 College Drive / 5647 Commerce Court.

<https://www.canadorecollege.ca/experience/indigenous-student-experience>

WAIVER OF RESPONSIBILITY

Every attempt is made to ensure the accuracy of this information as of the date of publication. The college reserves the right to modify, change, add, or delete content.

HISTORICAL COURSE OUTLINES

Students use course outlines to support their learning. Students are responsible for retaining course outlines for future use in applications for transfer of credit to other educational institutions.