



## Course Outline

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Human Enterprise and Innovation  
School of Business & Economics

HRMN 3840 - **3.00** - Academic

Employee and Labour Relations

## Rationale

Update Curricunet to reflect standard course outlines established by the School.

## Calendar Description

Students explore the different aspects of union-management relations focusing on both the Canadian and international experience. Topics include an introduction to labour relations; the labour relations environment; union membership, structure, and actions; employment legislation and the Labour Relations Act; collective bargaining; managing the collective agreement; dispute resolution; human resources in a union environment; international labour relations; and future trends and issues in labour relations.

## Credits/Hours

**Course Has Variable Hours:** No

**Credits:** 3.00

**Lecture Hours:** 3.00

**Seminar Hours:** 0

**Lab Hours:** 0

**Other Hours:** 0

*Clarify:*

**Total Hours:** 3.00

**Delivery Methods:** (Face to Face)

**Impact on Courses/Programs/Departments:** No change

**Repeat Types:** A - Once for credit (default)

**Grading Methods:** (S - Academic, Career Tech, UPrep)

## Educational Objectives/Outcomes

1. Discuss the evolution, function and impact of unions.
2. Describe the labour relations climate and the legislative constraints on labour-management relations.
3. Apply the dynamics of contract negotiations and administration.
4. Illustrate the grievance process.
5. Explain the impact of unions on management and human resource management.

6. Evaluate dispute resolution processes.
7. Understand employee relations processes including performance management, progressive discipline and conflict resolution.
8. Analyse unions in a global environment.
9. Debate the impact and future of unions.

## Prerequisites

HRMN 2820-Human Resource Management  
HRMN 2820-Human Resource Management or  
HRMN 3820-Human Resources

## Co-Requisites

## Recommended Requisites

## Exclusion Requisites

BBUS 3840-Industrial Relations

BBUS 3841

HRMN 3841-Employee and Labour Relations

## Texts/Materials

### Textbooks

1. **Required** Peirce and Benthon. *Canadian Industrial Relations*, 3rd ed. Pearson

## Student Evaluation

The Course grade is based on the following course evaluations.

Participation (10.00%) Assignment (15.00%) Quizzes (15.00%) Midterm(s) (20.00%) Final exam (40.00%) **Students must pass the final exam to pass the course.**

## Course Topics

1. Introduction to Labour Relations
  - Definition
  - History
  - Importance
2. Labour Relations Environment
  - Political
  - Economic
  - Legal
3. Union Membership, Structure and Actions
4. Employment Legislation and the Labour Relations Act

5. Collective Bargaining
  - Preparation
  - Negotiation process
  - Interest based
6. Managing the Collective Agreement
  - Management Rights
  - Just Cause
  - Progressive Discipline
  - Grievances
7. Dispute Resolution
  - Problem solving
  - Mediation
  - Arbitration
  - Strikes and lockouts
8. Human Resources in an Union Environment
9. International Labour Relations
10. Future Trends and Issues in Labour Relations
  - Demographics
  - Globalization
11. Outsourcing

## **Methods for Prior Learning Assessment and Recognition**

As per TRU Policy

### **Last Action Taken**

Implement by Submission Preview Subcommittee Chair Peggy McKimmon

Current Date: 29-Oct-20