

HRM 102, Industrial Relations

3 Credits, 3 Hours per week

Course Description

Dealing with the interaction of unions and employers in the framework of collective bargaining, this specialized Human Resource Management course focuses on the three key activities included in the Industrial Relations system: **union certification**, **contract negotiations** and **grievance administration**. Additional topics include the evolution of labour law, the structure and development of the Canadian labour movement, and industrial relations in the public sector. The course makes use of case discussions and bargaining simulation exercises in addition to the lecture/discussion method.

Pre and Co-requisites

None

Course Learning Outcomes (CLOs)

Upon successful completion of the course, the student shall be able to:

1. CLO1 - Discuss the differences in unionization rates between industries, provinces, genders and education levels;
2. CLO2 - List differences in the structure of work between the 15th Century and Present;
3. CLO3 - Describe the steps in organizing a campaign and discuss potential difficulties that may be experienced;
4. CLO4 - Identify practices that are considered bargaining in bad faith. List and explain potential remedies to these practices; and
5. CLO5 - Actively participate in a collective bargaining simulation, either as a union or management representative.

Evaluation

Assessment Type	Percentage
Homework/Assignments	30%
Case Studies/Simulations	30%
Tests & Quizzes	20%
Final Exam	20%
Total	100%

Course Completion Requirements

Minimum passing mark of 50% or D is required.

Grading Scale

4.0 Grade Scale	Alpha Grade	Percentage Grade
4.0	A+	93-100
4.0	A	85-92.9
3.7	A-	80-84.9
3.3	B+	77-79.9
3.0	B	74-76.9
2.7	B-	70-73.9
2.3	C+	67-69.9
2.0	C	64-66.9
1.7	C-	60-63.9
1.3	D+	55-59.9
1.0	*D	50-54.9
0.0	F	0-49.9

Land Acknowledgement

We respectfully acknowledge that Keyano College is on Treaty No. 8 Territory, the ancestral and traditional territory of the Cree, Dene, and Métis people.

Review Date: March 4, 2024

Every effort has been made to ensure that information in this course outline is accurate at the time of publication. Keyano College reserves the right to change courses if it becomes necessary so that course content remains relevant. In such cases, the instructor will give the students clear and timely notice of the changes.

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