

**UNIVERSITY OF GUELPH**  
**College of Management and Economics**  
**Department of Economics and Finance**

**ECON\*2200: Industrial Relations**

**Fall 2012**

**Instructor:** E. Adomait, MacK 728

**Office Hours:** Tues., Thurs., 10:00-12:00

It is your responsibility as a student to be aware of and to abide by the University's policies regarding academic misconduct, e-mail communication, maintaining copies of out-of class assignments, what to do when you cannot meet a course requirement and the drop date for this semester. To better understand these policies, visit:

<http://www.uoguelph.ca/economics/node/1115>

**COURSE OUTLINE**

Industrial relations is an interdisciplinary subject, drawing on labour law, economics, sociology, psychology, history, politics and personnel management. While all these disciplines have much to say about industrial relations, the focus of this course will be the economic implications of unionism and collective bargaining practices for wages and employment outcomes in Canada. Most of the discussion will be theoretical, but where feasible, the theoretical arguments will be subjected to empirical appraisal.

Since the basis of most models studied is microeconomic theory, all students registered in the course must have successfully completed ECON\*1050, or its equivalent.

All quizzes and finals will cover material covered in the lectures. It is imperative you have a complete set of notes. They will not be available on Courselink. I would like you to attend class.

Texts on Reserve

D. Benjamin, M. Gunderson, T. Lemieux, and C. Riddell, Labour Market Economics 6<sup>th</sup> ed.

A. Craig, and N. Solomon, The System of Industrial Relations in Canada.

M. Gunderson, A. Ponak, and D.G. Taras, Union-Management Relations in Canada, 6th edition. Ch. 1-2 and Ch. 14-16

F. McQuarrie, Industrial Relations in Canada.

Additional references may be placed on reserve during the semester.

Optional Text

A. Craig, and N. Solomon, The System of Industrial Relations in Canada

The basis for grade evaluation is as follows:

2 Quizzes (Oct. 12 & Nov. 9 in class)	20% each
Mock Arbitration a) assignment due Oct. 5 <sup>th</sup>	10%
b) arbitration event analysis Oct. 27 <sup>th</sup>	10%
Final Exam: Dec. 11 <sup>th</sup> , 11:30-1:30	40%

You will need medical or compassionate reasons to miss any of the graded events. The weight will be added to the final. No make up opportunities are available.

Note: There will be coaching for the arbitration of Friday Oct. 19<sup>th</sup>.

### COURSE CONTENT

1. The economics of labour markets and wage determination.

Paper: "The Marginal Revenue Product of a Woman's College Basketball Player" by R. Brown and T. Jewell.

2. Labour market institutions including unions.
3. Unionized verses non unionized workers and markets.
4. History of Unionization.
5. Union Growth theories.
6. Theories of Union Behaviour
7. Bargaining Power
8. Strikes and Dispute Resolution

Paper: "Why strikes occur: Evidence from the Capital Markets" by J. Kramer and T. Hylan

Paper: "Mediator Tactics and Sources of Conflict: Facilitating and Inhibiting Effects by R. Posthuma, J. Dworlein and M.S. Swift.

9. Summary Paper  
"What do Unions do for Economic Performance" by B. Hirsch

All papers will be handed out in class or found on Courselink, additional papers may be added to the course.

You will be asked to complete an evaluation of this course at some time during the last two weeks of the semester. The Department of Economics policy regarding the conduct and use of these evaluations will be found at:

<http://www.uoguelph.ca/economics/academics/courses/course-evaluation>