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Instructor: E. Adomait, MacK 728  
Office Hours: Tues., Thurs., 3:00 to 5:00

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 6th 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



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>

**In keeping with the University's Learning Outcomes, the Department of Economics and Finance Learning Outcomes (skills and knowledge competencies) for this course are:**

**Skills**

- a) **Written communication**—each test will have a take-home short answer essay question you will prepare in order to write the test. It will be graded with the usual essay writing criteria except for the requirement of a bibliography. You will **argue** a clear thesis and prove your points. There is a writing assignment in which you will **argue** the case of either the union or management in grievance arbitration.
- b) **Oral Communication/Presentation**--about a third of the class will **argue** the case of either the union or management in grievance arbitration as well as **dispute** the arguments of the other side.
- c) **Analytical Problem Solving**—many of the resources in this course are original papers. You will understand the basic statistics involved and the results of the research.
- d) **Problem solving in a real world context**—all of our guest speakers give real world examples pertaining to the union sector. You will **apply** the economic models learned in this course to the stories they tell. Furthermore, you will **explain (using graphs)** various scenarios on every test.
- e) **Group Work**—you will work in teams of two for the arbitration brief.

**Knowledge:**

- a) **Microeconomic modelling: Apply** the supply and demand framework for labour markets. You will be able to **compare** a unionized labour market with a non-unionize market given various market structures such as monopolies and competitive markets.
- b) **Specific markets: Understand** the institutions and workings of unions and labour markets with respect to wages, benefits, productivity and trade
- d) **Historical context: Create** an essay which will address unionization from an historical perspective.
- e) **Economic Policy: Understand** the role of governments in the context of uniquely union processes. They include certification, negotiation, grievance or rights arbitration, interest arbitration, and strike activity.