



## General Course Information

<b>Instructor:</b>	E. Adomait
<i>Email</i>	<a href="mailto:eadomait@uoguelph.ca">eadomait@uoguelph.ca</a>
<i>Office Location</i>	MacKinnon 720
<i>Office Hours</i>	See Courselink
<i>Department/School</i>	Department of Economics and Finance

**Pre-requisites:** ECON\*1050

## Course Description

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. Guest speakers play an integral part of bringing the 'real' world to the classroom.

## Course Content

1. The economics of labour markets and wage determination.
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. Mediation and Arbitration
9. Strikes and Dispute Resolution
10. Summary Paper: "What do Unions do for Economic Performance" by B. Hirsch

All papers are found on Courselink or on reserve.

## Course Assessment

			<b>Notes</b>	<b>Due Date/ location</b>
<b>Assessment 1:</b>	40%	2 Quizzes 20% each	In class midterms. Four short answer questions on each test.	<i>Fri. Oct. 17<sup>th</sup> and Fri. Nov. 14<sup>th</sup></i>
<b>Assessment 2:</b>	10%	Mock Arbitration assignment	Five page legal brief	<i>Fri. Oct. 3rd</i>
<b>Assessment 3:</b>	10%	Mock Arbitration event (MOOT)	The Mock Arbitration (MOOT) takes place on Saturday October 25th from 1 till 4 in the afternoon for observers with a reception to follow.	<i>Sat. Oct. 25<sup>th</sup></i>
<b>Assessment 4:</b>	40%	Final Exam	Eight short answer questions	<i>Dec. 2<sup>nd</sup> from 7pm to 9pm</i>
<b>Total</b>	<b>100%</b>			

## Teaching and Learning Practices

<b>Lectures</b>	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.
<b>MOOT</b>	Note: There will be coaching for the participants of the arbitration on October 17 <sup>th</sup> from 3:30 to 5 pm in MacKinnon 225 & 226.  The Mock Arbitration (MOOT) takes place on Saturday October 25th from 1 till 4 in the afternoon for observers with a reception to follow.  Preliminaries in MacKinnon 311, 313, 314, 315, 316 – 8:30 am-12pm Final Arbitration in RozH 102 - 12pm-4pm

## Course Resources

### 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.

### Recommended but not required Text:

Canadian Labour and Employment Relations by Gunderson, Taras 6<sup>th</sup> edition

## Course Policies

### Grading Policies

You will need medical or compassionate reasons to miss any of the graded events. The weight of the MOOT will be added to the final. Midterms have make up opportunities.

<http://www.uoguelph.ca/registrar/calendars/undergraduate/current/c08/c08-grds.shtml>

## University Policies

### Academic Consideration

When you find yourself unable to meet an in-course requirement because of illness or compassionate reasons, please advise the course instructor in writing, with your name, id#, and e-mail contact. See the academic calendar for information on regulations and procedures for

Academic Consideration: <http://www.uoguelph.ca/registrar/calendars/undergraduate/current/c08/c08-ac.shtml>

### Academic Misconduct

The University of Guelph is committed to upholding the highest standards of academic integrity and it is the responsibility of all members of the University community, faculty, staff, and students to be aware of what constitutes academic misconduct and to do as much as possible to prevent academic offences from occurring.

University of Guelph students have the responsibility of abiding by the University's policy on academic misconduct regardless of their location of study; faculty, staff and students have the responsibility of supporting an environment that discourages misconduct. Students need to remain aware that instructors have access to and the right to use electronic and other means of detection. Please note: Whether or not a student intended to commit academic misconduct is not relevant for a finding of guilt. Hurried or careless submission of assignments does not excuse students from responsibility for verifying the academic integrity of their work before submitting it. Students who are in any doubt as to whether an action on their part could be construed as an academic offence should consult with a faculty member or faculty advisor.

The Academic Misconduct Policy is detailed in the Undergraduate Calendar:

<https://www.uoguelph.ca/registrar/calendars/undergraduate/2014-2015/>

### Accessibility

The University of Guelph is committed to creating a barrier-free environment. Providing services for students is a shared responsibility among students, faculty and administrators. This relationship is based on respect of individual rights, the dignity of the individual and the University community's shared commitment to an open and supportive learning environment. Students requiring service or accommodation, whether due to an identified, ongoing disability or a short-term disability should contact the Centre for Students with Disabilities as soon as possible.

For more information, contact CSD at 519-824-4120 ext. 56208 or email [csd@uoguelph.ca](mailto:csd@uoguelph.ca) or see the website:

<http://www.csd.uoguelph.ca/csd/>

### Course Evaluation Information

Please refer to: <https://www.uoguelph.ca/economics/course-evaluation>

### Drop date

The last date to drop one-semester courses, without academic penalty, is **October 31<sup>st</sup>, 2014**. For regulations and procedures for Dropping Courses, see the Academic Calendar:

<https://www.uoguelph.ca/registrar/calendars/undergraduate/2014-2015/>

## Course Learning Outcomes

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.