



Soochow University

ECON 3805 Labor Relations

Course Outline

Fall, 2020

The course provides an introduction to labor relations, including the structure and the history of unions, the roles of employers and governments, collective bargaining, negotiation of the collective agreement, contract dispute resolution, as well as labor movements.

Course Information

Contact Hours: 75 hours

Credits: 3 credits

Instructor: TBA

Course Objectives

Upon successfully completing the course, students will be able to:

1. define labor relations and industrial relations
2. explain the importance of collective agreements and the legal requirements for collective agreements
3. describe the possible bargaining structures
4. explain the functions of strikes

Textbooks/Materials

Larry Suffield and Gary L. Gannon. (2016). *Labor Relations*, 4th edition. Toronto: Pearson.

Attendance Requirements and Academic Integrity

Students are required to attend online or in-person classes on the scheduled time.

Missing classes without permission will lead to decrease in overall grade.

- Missing less than two classes: no penalty.
- Missing more than two classes: 7% will be taken off from the overall grade.

Exams must be taken on the scheduled day. There will be no makeup exam for summer sessions.

Soochow University values academic integrity, respect, fairness, honesty and responsibility. Students must be aware of and comply with Soochow University's Academic Integrity policies. Any cheating, falsification, plagiarism, impersonation or any attempting to commit the above will be reported to the university's administration office. Any academic dishonesty behaviors will be kept on record and students will be punished according to the rules.

Evaluation and Grading

Class Participation	10%
2 Assignments	15% for each
Midterm Test	25%
Final Exam	35%

Total: 100%

Tutorials are mandatory. Students will read and discuss academic articles provided.

Students will also discuss the case studies for the week's lectures. Each Tutorial will be 1 hour.

All exams will be held in class and the time of each exam will be limited to 2 hours.

Exams must also be taken at the scheduled time. There will be no make-up exams.

Soochow University's grading scale is shown as the following:

Letter Grade	Score Grade	Grade Point Average
A+	95-100	4.0
A	90-94	4.0
A-	85-89	3.7
B+	80-84	3.3
B	75-79	3.0
B-	72-74	2.7
C+	68-71	2.3
C	65-67	2.0
C-	60-64	1.7
D+	55-59	1.3
D	50-54	1.0
F	< 50	0.0

Course Topics

Week	Lecture	Topics	Dues	%
1	1	Course Introduction and Overview Introduction to Labor Relations		
	2	Economic Environment Social Environment		
	3	Tutorial 1		
2	4	Political Environment Legal Environment		
	5	Union Objectives and Processes Union Structure and Functions		
	6	Tutorial 2		
3	7	The Development of Unions and Labor Relations		
	8	Employers: Objectives, Processes, and Strategy		
	9	Tutorial 3		
4	10	Government Objectives and Processes		
	11	Labor Relations Boards		
	12	Tutorial 4		
	13	National Day Holiday, No Classes National Day Holiday, No Tutorials		
5	16	The Unionization Decision Bargaining Rights and Their Significance		
	17	Organizing Campaign Decertification		
	18	Tutorial 5		
6	19	Collective Agreements		
	20	Related Issues in Collective Agreements		
	21	Tutorial 6		
7	22	Related Issues in Collective Agreements (Cont.)		
	23	Bargaining Structure Sub-processes in Negotiation		
	24	Tutorial 7	Assignment 1	15

			due	
8	25	Union-Management Relationship		
	26	Negotiation Process		
	27	Tutorial 8		
9	28		Midterm Test	25
	29	Significance of the Grievance and Arbitration Process Grievance Procedure Arbitration		
	30	Tutorial 9		
10	31	Management Rights Discipline and Discharge		
	32	Human Rights Issues in the Administration of the Agreement Non-Disciplinary Measures for Innocent Absenteeism		
	33	Tutorial 10		
11	34	Duty of Fair Representation Problems with Arbitration		
	35	Contract Dispute Resolution		
	36	Tutorial 11		
12	37	Strikes and Lockouts		
	38	Labor Relation Issues of Strikes		
	39	Tutorial 12	Assignment 2 due	15
13	40	The Public Sector: Size and Importance Development of Collective Bargaining in the Public Sector		
	41	Distinctive Features of Public Sector Labor Relations Recent Developments in Public Sector Labour Relations		
	42	Tutorial 13		
14	43	Effects of Unionization		
	44	Overview of Traditional Labor Relations		

	45	Tutorial 14		
15	46	Catch Up of the Topics		
	47	Final Revision		
	48		Final Exam	35