



蘇州大學
Soochow University

ECO 255 Employment and Labor Market

Winter 2024

Course Credits: 4

Contact Hours: 56 hours

Instructor: TBA

Email: TBA

COURSE OBJECTIVES

This course is an engaging and comprehensive course designed to explore the dynamic relationship between organized labor, management, and government within the contemporary workplace. This course delves into the historical evolution of labor unions, the legal frameworks governing labor relations, and the impact of collective bargaining on employment practices. Topics covered include the historical development and current structure of unions, legal and economic factors that shape labour-management relations and so on.

Upon Completion of this Course, students will be able to:

1. Understand the historical development of labor unions and their role in the labor movement;
2. Analyze the strategies and tactics used by labor unions and management in the collective bargaining process;
3. Evaluate the economic, social, and political factors influencing labor relations at local, national, and global levels;
4. Examine the impact of labor unions on workplace conditions, including wages, benefits, and working hours;
5. Develop critical thinking and communication skills to engage in informed discussions about labor relations issues.

PREREQUISITES

N/A



GRADING

Grades will be determined by accumulating points, with 100 points being the maximum, as follows:

ITEM	POINTS
2 Quizzes	20 Points
3 Discussions	30 Points
Midterm 1	15 Points
Midterm 2	15 Points
Final Exam	20 Points
Total	100 Points

Late submissions will be graded at the end of the course. Grades will be assigned according to the following rule:

$$A \geq 90 > B \geq 80 > C \geq 70 > D \geq 60 > F.$$

We reserve the right to make adjustments to the overall grading policy.

COURSE MATERIALS

Required Texts:

1. John Fossum, *Labor Relations*, 12th Edition, McGraw-Hill Higher Education, 2014.
2. William H. Holley; William H. Ross; Roger S. Wolters, *The Labor Relations Process*, 11th Edition, Cengage Learning, 2017.
3. Fiona McQuarrie, *Industrial Relations in Canada*, 4th Edition, John Wiley & Sons (Canada), 2015.

Recommended (Optional) Texts or Other Materials:

None

COURSE TOPICS

MODULE	TASKS
--------	-------



Module 1	<p>Topics: Topic 1: Union – Management Relationships in Perspective Topic 2: Three Basic Assumptions Underlying U.S. Labor Relations Topic 3: Early Legal Developments Involving Labor–Management Relations Topic 4: The National Industrial Recovery Act of 1933</p> <p>Assessments: Quiz#1</p>
Module 2	<p>Topics: Topic 5: Contemporary Labor Relations Topic 6: Transformation in Industrial Relations Systems Topic 7: Employment Law and Federal Agencies Topic 8: Union Structure and Government</p> <p>Assessments: Quiz#2 Discussion#1</p>
Module 3	<p>Topics: Topic 9: An Introduction to Industrial Relations in Canada Topic 10: Theories of Industrial Relations Topic 11: History of the Canadian Union Movement Topic 12: The Structure of Canadian Unions</p> <p>Assessments: Midterm#1 Discussion#2</p>
Module 4	<p>Topics: Topic 13: Stages of Union-Management Negotiations Topic 14: The “Cost of Disputes” Model Topic 15: Third-Party Intervention in Private Sector Bargaining Disputes Topic 16: The Impact of Board Remedies</p> <p>Assessments: Midterm#2 Discussion#3</p>
Module 5	<p>Topics: Topic 17: Different Employment Relationships Topic 18: New Human Resource Management Practices Topic 19: Factors Affecting Employee Support for a Union Topic 20: Workplace Factors and Economic Factors</p> <p>Assessments: Final Exam</p>

ATTENDANCE



1) Class attendance is required. 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.

If the instructor reports a student's frequent missing of class to the Soochow University Academic Administration Office, the student might get a written warning and might be prohibited from attending final exam.

2) Participants in this course are expected to arrive in class promptly and adequately prepared. The primary objective of this course is to critically engage with the readings and the subject matter. Therefore, course participants are expected to have completed the reading prior to class and prepare thoughtful reflections/commentaries to share with fellow colleagues.

LEARNING REQUIREMENTS

- 1) Late assignments are not acceptable and are subjected to grade deductions.
- 2) Assignments submitted in the wrong format will be counted as not submitted.
- 3) Failure to submit or fulfill any required course component results in failure of the class.
- 4) Make-up for midterm and final exams only with valid excuses, as defined by the University.
- 5) In order to earn a Certificate of Completion, participants must thoughtfully complete all assignments by stated deadlines and earn an average quiz score of 50% or greater.

TECHNOLOGY POLICY

The use of electronic devices in class is distracting, both for the user and for the rest of the class. Only non-programmable calculators can be used in the tests and exam. Any attempts to use cell phones and other electronic communication devices will be seemed as cheating. Laptops are discouraged, unless you use them for activities DIRECTLY related to the course (eg., note taking, reading course documents).

ACADEMIC INTEGRITY POLICY



蘇州大學
Soochow University

Soochow University highly values the academic integrity and aims to promote the academic fairness, honesty and responsibility. Any academic dishonesty behaviors and any attempts to cheats and plagiarism will be reported to the university administration office. A written warning and the relevant penalties will be imposed. The record might be shown on the official university transcript.

DISABILITY ACCOMMODATION

Soochow University is committed to maintaining a barrier-free environment so that students with disabilities can fully access programs, courses, services, and activities at Soochow University. Students with disabilities who require accommodations for access to and/or participation in this course are welcome.

Note:

Please contact the University Administrative Office immediately if you have a learning disability, a medical issue, or any other type of problem that prevents professors from seeing you have learned the course material.