



ECO 256 Economics of Labour Relations

Winter 2024

Course Credits: 4

Contact Hours: 56 hours

Instructor: TBA

Email: TBA

COURSE OBJECTIVES

This course offers an examination of the current state of labour relations. Through comprehensive study of applicable legislation, human resource management, unions, and economics of labour policy, collective bargaining agreements, and the role of unions, students will gain a thorough understanding of the dynamics within unionized workplaces and their broader impact on society. Moreover, Students will scrutinize the multifaceted roles and profound impacts of labor unions, both within organizations and the broader societal context.

Upon completion of this course, students will be able to:

1. Gain an understanding of the social, political, economic and historical context for the legal regulation of employer-employee relations in society;
2. Understand the key human resources issues of recruitment, retention and motivation;
3. Explain how the labour market operates and how it affects the distribution of power in employment relationships;
4. Understand the administration of the collective bargaining agreement.

PREREQUISITES

ECO 100 Introduction to Economics

GRADING

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



ITEM	POINTS
2 Assignments	20 Points
2 Quizzes	20 Points
Midterm	30Points
Final Exam	30 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:

Labour Relations by Larry Suffield and Gary, 5th Edition, Gannon.

Recommended (Optional) Texts or Other Materials:

None

COURSE TOPICS

MODULE	TASKS
Module 1	Topics: Topic 1: Introduction to Labour Relations Topic 2: History of the Labour Movement Topic 3: Economic, Social, and Political Environments in Labour Relations Topic 4: The Legal Environment Assessments: Assignment # 1
Module 2	Topics: Topic 5: Union Objectives and Processes Topic 6: Union Structure and Functions Topic 7: The Development of Unions and Labour Relations Topic 8: Employer Labour Relations Strategy Assessments:



	Quiz 1
Module 3	Topics: Topic 9: Governments and Labour Relations Boards Topic 10: Access to Collective Bargaining Topic 11: Acquisition and Termination of Bargaining Rights Topic 12: The Duty to Bargain Assessments: Assignment # 2 Midterm#1
Module 4	Topics: Topic 13: The Collective Agreement Topic 14: Negotiation of the Collective Agreement Topic 15: Collective Agreement Administration Topic 16: Conflict Resolution: Grievances and Strikes Assessments: Quiz 2
Module 5	Topics: Topic 17: Effects of Unionization and Employee Relations Programs Topic 18: Public-Sector Issues Topic 19: Globalization Topic 20: Contemporary Issues in Labour Relations Assessments: Final Exam

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 (e.g., note taking, reading course documents).

ACADEMIC INTEGRITY POLICY

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:



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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.