

# **MIR 810: Unions and Collective Bargaining**

Fall Term 2011

## **Instructor:**

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## **Course Description:**

Unions and Collective Bargaining examines the role and impact of unions at work, in the economy, and as part of the larger democratic society. The course is experiential and practical, as well as conceptual. Specifically, the course focuses on unions and the structures and processes of collective bargaining. We will examine the origins, nature and dynamics of the labour movement and the impact that collective bargaining has on workers, employers, and the broader economy and society. The course will consider recent declines in union coverage, innovations in trade union strategies and other renewal efforts in response to the changing political and economic environment.

## **Course Objectives:**

The purpose of the course is to develop a critical understanding of unions and other key actors and institutions of our industrial relations system. The course will expose students to concepts, skills, attitudes, and strategic activities associated with unions and the practice of labour relations. The assignments are designed to develop analytical and practical skills, as well as strengthen verbal and written communication.

Students interested in more advanced study of negotiations and dispute resolution are encouraged to take MIR 886 – Negotiations and Dispute Resolution.

## **Teaching Format and Course Requirements:**

The course will be taught in a lecture/seminar format, emphasizing interactive learning through class discussions, lectures, group exercises, and exchanges with senior practitioners and policy-makers in unions, management, and government. Such a teaching format requires that students attend class having read the assigned materials and prepared to participate in class discussions of the key issues and topics covered.

## **Course Assignments, Examination & Grading**

Students are expected to complete the assignments on time and follow the instructions carefully. Completed assignments should be submitted in appropriate printed format to the assignment box across from room 217. Assignments are to be submitted by 4 PM the date on which they are due. Late

assignments will accrue penalties. Electronic submissions will not be accepted. Students eligible for accommodations should discuss those arrangements with the instructor at the beginning of the term.

The final grade will be a weighted average of the following:

1. Critical analysis of AFCO business case – due September 19 (10 percent)
2. Two (2) brief (3 - 5 page) case analyses (15 percent each, 30 percent total). Note, students are required to do two and only the first two submissions will be marked and included in the term grade.
  - a. Complete two (2) of the following six (6) options
    - i. Union certification campaign (Due September 30)
    - ii. Management strategy (Due October 14)
    - iii. Union SWOT analysis (Due October 28)
    - iv. Writing/interpreting contract language (Due November 4)
    - v. Implementing an HPWS (Due November 11)
    - vi. Labour policy (Due December 2)
3. Dispute resolution exercise – written component due on October 7 (10 percent)
4. Joint health and safety exercise – written component due November 18 (10 percent)
5. Final paper abstract proposal – due on November 21 (5 percent)
6. Final paper – due on December 16 (35 percent)

Detailed instructions for each assignment will be provided.

Participation in this course is not marked, but is an expected component of satisfactory course completion. Missing more than 10 percent of the classes (3 or more) in the course will result in a penalty in the term grade. Excessive, unexcused absences will result in an “incomplete” term mark until arrangements are completed to make up for the missed work.

### **Code of Academic Integrity:**

The promotion of academic integrity involves more than the absence of dishonesty. While there is zero tolerance for academic dishonesty, students are expected to promote an environment of academic integrity by creating a safe and active learning environment that allows all students to participate fully and exchange ideas freely. For the formal statement on academic integrity at Queen’s, please refer to the “Senate Policy on Academic Integrity Procedures – Requirements of Faculties & Schools” available at the following URL - <http://www.queensu.ca/secretariat/senate/policies/AIprocedures.pdf>

While the appropriate use of classroom technologies is an important part of creating an active learning environment, the distractions of on-line activities (facebooking, instant messaging, etc.) are incompatible with academic engagement. To avoid such temptations, laptops, iPads, blackberries and other wireless

devices will not be allowed in class. Appropriate accommodations will be made for anyone with a documented educational support need.

## **Safe Space**

This course will engage a variety of issues related to unions, collective bargaining, conflict and the workplace. The course is designed to promote discussion and the exchange of opinions. At times, these issues may be very controversial in nature and students may hold very different opinions on a range of subjects. Learning happens best when we debate issues that we care deeply about. At the same time, a learning environment requires a safe space in which everyone feels free and comfortable to express their opinions. Such contending perspectives are an important component of the learning environment which requires a safe space for all students. As such, the instructor has adopted a Safe Space policy, which, while not part of the official Queen's University set of policies, provides guidance for maintaining safe space and a mechanism for resolving issues should they arise.

## **Course Text & Resources:**

### Required Text:

Gunderson, Morley, and Daphne Gottlieb Taras (Eds.). 2008. *Canadian Labour and Employment Relations*. 6<sup>th</sup> edition. Toronto, ON: Pearson Education Inc.

Additional required readings are available through the course website at [www.professorhickey.com](http://www.professorhickey.com)

### Additional References:

Black, Errol, and Jim Silver. 2001. *Building a Better World: An Introduction to Trade Unions in Canada*. Halifax, NS: Fernwood Publishing.

Godard, John. 2005. *Industrial Relations, The Economy, and Society*. 3<sup>rd</sup> edition. Toronto: Captus Press.

Hebdon, Robert and Trevor Brown. 2008. *Industrial Relations in Canada*. 2<sup>nd</sup> edition. Toronto: Nelson Thompson Publishing.

Jackson, Andrew. 2009. *Work and Labour in Canada: Critical Issues*. 2<sup>nd</sup> edition. Toronto, ON: Canadian Scholars Press Inc.

Kumar, Pradeep and Christopher Schenk (eds.) 2006. *Paths to Union Renewal: Canadian Experiences*. Peterborough, ON: Broadview Press.

### Key on-line resources:

[www.professorhickey.com](http://www.professorhickey.com)

Union websites

CAW - <http://www.caw.ca/>

CUPE - <http://cupe.ca/>

OPSEU - <http://www.opseu.org/>

PSAC - <http://www.psac.com/>

USW - <http://www.uswa.ca/>

UNITE HERE - <http://www.unitehere.org/>

Workers United - <http://workersunitedunion.org/>

CLC - <http://www.canadianlabour.ca/home>

OFL - <http://www.ofl.ca/>

*Contemporary topics:* Each class session will connect course topics with current events. Participants are strongly encouraged to bring up relevant events and stay informed about current media stories ([www.labourstart.org](http://www.labourstart.org)). This website features an updated collection of current news items regarding unions, labour policy and workplace relations. Scanning the Canadian News headlines provides an efficient way to stay informed about current events.

School of Policy Studies, Queen's University - <http://www.queensu.ca/sps/>

Workplace Issues Today (Cornell University) -  
<http://www.ilr.cornell.edu/library/research/worldOfWorkNews/wit/index.html>

Perry Work Report <http://www.chass.utoronto.ca/cir/library/wwreport/wwreportarchive.html> from the University of Toronto CIRHR

# COURSE OUTLINE AND SCHEDULE

Session	Date	Topic
Session 1	Sept 12	Course introduction and overview
Session 2	Sept 14	Key features of the Canadian industrial relations system
Session 3	Sept 19	Union organizing: Legal frameworks and campaign strategies
Session 4	Sept 21	Guest speaker: Brad James, USW Canada Organizing Director
Session 5	Sept 26	Union leaders, structures, and strategies
Session 6	Sept 28	Dispute resolution exercise
Session 7	Oct 3	Guest speaker: George Smith, (CBC, Air Canada, CP Rail)
Session 8	Oct 5	Managerial perspectives and strategies in labour relations
Session 9	Oct 12	Social, political, and economic environments
Session 10	Oct 17	Legal environments
Session 11	Oct 19	Essentials of negotiations
Session 12	Oct 24	The collective agreement
Session 13	Oct 26	Contract administration
Session 14	Oct 31	Unions, workplace change and HPWS
Session 15	Nov 2	Managing occupational health and safety
Session 16	Nov 7	Joint health and safety committee exercise
Session 17	Nov 9	Unions in the public sector
Session 18	Nov 14	Guest speaker: TBA
Session 19	Nov 16	Unions in the 'new economy'
Session 20	Nov 21	Union renewal in Canada
Session 21	Nov 23	Unions and public policy
Session 22	Nov 28	Guest speaker: TBA
Session 23	Nov 30	International labour rights & comparative IR systems

## CLASS 1 (SEPTEMBER 12): COURSE INTRODUCTION AND OVERVIEW.

MIR 810 Fall 2011 Course Syllabus

### Assignment:

Critical analysis: Assets or liabilities? A business case for Canadian unions in the 21<sup>st</sup> century. Due Friday, September 16.

## CLASS 2 (SEPTEMBER 14): KEY FEATURES OF THE CANADIAN INDUSTRIAL RELATIONS SYSTEM.

### Required readings:

Taras, Daphne and Morley Gunderson. "Canadian labour and employment relations," in Gunderson and Taras (Eds.) 2008. *Canadian Labour and Employment Relations*. 6th edition. Toronto, ON: Pearson Education Inc. (Chapter 1, pp. 1 - 22.)

Marsden, Richard. "Labour history and the development of modern capitalism." in Gunderson, Morley, and Daphne Gottlieb Taras (Eds.). 2008. *Canadian Labour and Employment Relations*. 6th edition. Toronto, ON: Pearson Education Inc. (Chapter 3, pp. 56 - 73.)

Additional resources:

Godard, John. 2005. "Foundations, Concepts, Issues, and Debates." *Industrial Relations, The Economy, and Society*. 3<sup>rd</sup> edition. Toronto: Captus Press. Pp. 1-23.

Thompson, Mark and Joseph Rose. 2003. "Regional Differences in Canadian Industrial Relations: Is there a "Canadian" system?" in *Beyond the National Divide: Regional Dimensions of Industrial Relations*. McGill-Queen's University Press. Chapter 10, pp. 307-324.

On-line resources:

["Unionization"](#) in Perspectives on Labour and Income, August, 2009, Statistics Canada. Full report available [here](#).

**CLASS 3 (SEPTEMBER 19): UNION ORGANIZING: LEGAL FRAMEWORKS AND UNION STRATEGIES**

Required readings:

Frost, Ann and Daphne Taras. "Understanding the unionization decision." in Gunderson, Morley, and Daphne Gottlieb Taras (Eds.). 2008. *Canadian Labour and Employment Relations*. 6th edition. Toronto, ON: Pearson Education Inc. (Chapter 2, pp. 23 - 55.)

Bronfenbrenner, Kate and Robert Hickey. "Changing to Organize: A National Assessment of Union Strategies," in *Rebuilding Labor*, Ruth Milkman and Kim Voss eds. Ithaca, NY: Cornell University Press, 2004.

Additional resources:

Barling, Julian, Clive Fullagen, and Kevin Kelloway. 1992. *The Union and its Members*. Oxford: Oxford University Press. Chapter 3, pp. 30-69.

Bentham, Karen J. 2002. "Employer Resistance to Union Certification: A Study of Eight Canadian Jurisdictions." *Industrial Relations*. Vol. 57, No. 1. pp. 159-187.

Monticello, Felice F. and Charlotte Yates. 2004. "Union and Employer Tactics in Ontario Organizing Campaigns" in *Advances in Industrial and Labor Relations* Volume 13, David Lewin and Bruce Kaufman eds. New York: Elsevier.

Riddell, Chris. 2004. "Union Certification Success Under Voting Versus Card Check Procedures." *Industrial and Labor Relations Review*. Vol. 57, issue 4. July 2004. pp. 493-517.

Yates, Charlotte. "Rebuilding the labour movement by organizing the unorganized: Strategic considerations." Forum: Reorganizing Unions. *Studies in Political Economy* 74 (2004): 171-179.

Bronfenbrenner, K. (2009). [\*No holds barred: the intensification of employer opposition to organizing.\*](#) Economic Policy Institute.

#### CLASS 4 (SEPTEMBER 21): GUEST SPEAKER, BRAD JAMES – USW CANADA ORGANIZING DIRECTOR

##### Required readings:

USW website, especially the new member campaigns section:

<http://www.usw.ca/workplace/member>

#### CLASS 5 (SEPTEMBER 26): UNION LEADERS, STRUCTURES AND STRATEGIES.

##### Required readings:

Murray, Gregor. "Unions: membership, structure, actions, and challenges." in Gunderson, Morley, and Daphne Gottlieb Taras (Eds.). 2008. *Canadian Labour and Employment Relations*. 6th edition. Toronto, ON: Pearson Education Inc. (Chapter 4, pp. 74-105.)

##### Additional resources:

Godard, John. 2005. "Foundations, Concepts, Issues, and Debates." *Industrial Relations, The Economy, and Society*. 3<sup>rd</sup> edition. Toronto: Captus Press. Chapters 7 & 8.

Kumar, P. and G. Murray. (December 2002). [Innovation and change in labour organizations in Canada: Results of the National 2000-2001 HRDC Survey.](#) Workplace Information Directorate, HRDC.

#### CLASS 6 (SEPTEMBER 28): DISPUTE RESOLUTION EXERCISE

Material will be made available on the course website – [www.professorhickey.com](http://www.professorhickey.com)

#### CLASS 7 (OCTOBER 3): GUEST SPEAKER, GEORGE SMITH (LR EXECUTIVE AT CBC, AIR CANADA, CP RAIL)

##### Required readings:

Walton, Richard E., Joel E. Cutcher-Gershenfeld, and Robert McKersie. 2000. "A Theory of Strategic Negotiations." *Strategic Negotiations: A Theory of Change in Labour Management Relations*. Ithaca, NY: ILR Press, Cornell University Press. Pp. 41-65.

#### CLASS 8 (OCTOBER 5): MANAGERIAL PERSPECTIVES AND STRATEGIES IN LABOUR RELATIONS

Required readings:

Thompson, Mark. "The management of industrial relations." in Gunderson, Morley, and Daphne Gottlieb Taras. 2008. *Canadian Labour and Employment Relations*. 6th edition. Toronto, ON: Pearson Education Inc. (Chapter 5, pp. 106-124.)

Additional resources:

Kochan, T., P. Adler, R. McKersie, A. Eaton, P. Segal, and P. Gerhart. (2008). The potential and precariousness of partnership: the case of Kaiser Permanente Labor Management Partnership. *Industrial Relations*. 47(1): 36 - 65.

**CLASS 9 (OCTOBER 12): SOCIAL, POLITICAL, AND ECONOMIC ENVIRONMENTS**

Required readings:

Reid, Frank, and Rafael Gomez. "Social, political, and economic environments." in Gunderson, Morley, and Daphne Gottlieb Taras. 2008. *Canadian Labour and Employment Relations*. 6th edition. Toronto, ON: Pearson Education Inc. (Chapter 7, pp. 163-190.)

Additional resources:

**CLASS 10 (OCTOBER 17): LEGAL ENVIRONMENTS**

Required readings:

Slinn, Sara. "Collective bargaining legislation in Canada." in Gunderson, Morley, and Daphne Gottlieb Taras (Eds.). 2008. *Canadian Labour and Employment Relations*. 6th edition. Toronto, ON: Pearson Education Inc. (Chapter 8, pp. 191 - 222.)

England, Geoffrey. "The individual employment contract and employment legislation in Canada." in Gunderson, Morley, and Daphne Gottlieb Taras (Eds.). 2008. *Canadian Labour and Employment Relations*. 6th edition. Toronto, ON: Pearson Education Inc. (Chapter 9, pp. 223-245.)

Additional resources:

Tucker, Eric. "The constitutional right to bargain collectively: The ironies of labour history in the Supreme Court of Canada." *Labour/Le Travail*. (Spring 2008), 151-180.

**CLASS 11 (OCTOBER 19): ESSENTIALS OF NEGOTIATIONS**

Required readings:

Chaykowski, Richard. "Collective bargaining, structure, process, and innovation." in Gunderson, Morley, and Daphne Gottlieb Taras (Eds.). 2008. *Canadian Labour and Employment Relations*. 6th edition. Toronto, ON: Pearson Education Inc. (Chapter 10, pp. 246 - 282.)

Additional resources:

Loughran, Charles S. 2003. *Negotiating a Labor Contract: A Management Handbook*. 3<sup>rd</sup> edition. Washington D.C.: Bureau of National Affairs. Selected portions.

Chamberlain, Neil W. and James Kuhn. 1986. *Collective Bargaining*. 3<sup>rd</sup> edition. Chapter 3.

BNA Special Report. "2005 Employer Bargaining Objectives." *Labor Relations Week*. Vol. 19, No. 4. Bureau of National Affairs. Washington D.C.

## CLASS 12 (OCTOBER 24): THE COLLECTIVE AGREEMENT

Required readings:

Giles, Anthony, and Akivah Starkman. "The collective agreement." in Gunderson, Morley, and Daphne Gottlieb Taras (Eds.). 2008. *Canadian Labour and Employment Relations*. 6th edition. Toronto, ON: Pearson Education Inc. (Chapter 11, pp. 283-321.)

Gunderson, Morley, and Douglas Hyatt. "Union impact on compensation, productivity, and management of the organization." in Gunderson, Morley, and Daphne Gottlieb Taras (Eds.). 2008. *Canadian Labour and Employment Relations*. 6th edition. Toronto, ON: Pearson Education Inc. (Chapter 14, pp. 383-402.)

Additional resources:

Collective agreements available via Negotech - <http://www.hrsdc.gc.ca/cgi-bin/search/negotech/search-eng.shtml>

## CLASS 13 (OCTOBER 26): CONTRACT ADMINISTRATION

Required readings:

Gunderson, Morley, Bob Hebdon, and Douglas Hyatt. "Strikes and dispute resolution." in Gunderson, Morley, and Daphne Gottlieb Taras (Eds.). 2008. *Canadian Labour and Employment Relations*. 6th edition. Toronto, ON: Pearson Education Inc. (Chapter 12, pp 322-360.)

Thornicroft, Kenneth. "The grievance arbitration process and workplace conflict resolution." in Gunderson, Morley, and Daphne Gottlieb Taras (Eds.). 2008. *Canadian Labour and Employment Relations*. 6th edition. Toronto, ON: Pearson Education Inc. (Chapter 13, pp. 361-382.)

Additional resources:

Akyeampong, Ernest. 2003. "Unionization and the Grievance System," in *Perspectives on Labour and Income*. Autumn 2003.

Brown, Donald J., and David M. Beatty. 1988. *Canadian Labour Arbitration*. Aurora, ON: Canada Law Book Inc. Chapter 3 (Arbitration Process).

## CLASS 14 (OCTOBER 31): UNIONS, WORKPLACE CHANGE, AND HPWS

### Required readings:

Verma, Anil, and Daphne Taras. "Managing the high-involvement workplace." in Gunderson, Morley, and Daphne Gottlieb Taras. 2008. *Canadian Labour and Employment Relations*. 6th edition. Toronto, ON: Pearson Education Inc. (Chapter 6, pp. 125-162.)

Kumar, Pradeep. 2000. *Rethinking High Performance Work Systems*. Kingston, ON: IRC Press, Queen's University.

### Additional resources:

Levesque, Christian, and Gregor Murray. (2005). "Union involvement in workplace change: A comparative study of local unions in Canada and Mexico." *British Journal of Industrial Relations*. 43(3), pp. 489-514.

Kumar, Pradeep, Gregor Murray and Sylvian Schetagne. 1998. "Workplace Change in Canada: Union Perceptions of Impacts, Responses and Support Systems." *Workplace Gazette*.

Rubinstein, Saul, and Charles Heckscher. 2003. "Partnerships and Flexible Networks: Alternatives or Complementary Models of Labor-Management Relations?" in *Negotiations and Change*, Thomas Kochan and David Lipsky eds. Ithaca, NY: Cornell University Press.

## CLASS 15 (NOVEMBER 2): MANAGING OCCUPATIONAL HEALTH AND SAFETY

### Required readings:

Kelloway, K., & Francis, L. D. (2008). *Management of occupational health and safety* (4th ed.). Toronto: Thomson Nelson. (Chapters 1 & 2, pp. 3 – 50).

### Additional resources:

Dyck, D. E. G. (2007). *Occupational health & safety: theory, strategy & industry practice*. Markham, Ont.: LexisNexis Canada.

## CLASS 16 (NOVEMBER 7): JOINT HEALTH AND SAFETY COMMITTEE EXERCISE

### Required readings:

Exercise materials will be available on the course website, [www.professorhickey.com](http://www.professorhickey.com)

### Additional resources:

Ministry of Labour. (2010). Workplace violence and harassment: Understanding the law. Available on-line - <http://www.labour.gov.on.ca/english/hs/pubs/wpvh/index.php>

Occupational Health and Safety Council of Ontario. (2010). Developing Workplace Violence and Harassment Policies and Programs: [What Employers Need to Know](#).

Occupational Health and Safety Council of Ontario. (2010). Developing Workplace Violence and Harassment Policies and Programs: A Toolbox.

[http://www.labour.gov.on.ca/english/hs/pubs/wvps\\_toolbox/index.php](http://www.labour.gov.on.ca/english/hs/pubs/wvps_toolbox/index.php)

## CLASS 17 (NOVEMBER 9): UNIONS IN THE PUBLIC SECTOR

### Required readings:

Thompson, Mark, and Patrice Jalette. "Public sector collective bargaining." in Gunderson, Morley, and Daphne Gottlieb Taras (Eds.). 2008. *Canadian Labour and Employment Relations*. 6th edition. Toronto, ON: Pearson Education Inc. (Chapter 15, pp. 403-429.)

Savage, Larry. (2010). "Contemporary party-union relations in Canada." *Labor Studies Journal*, 35(1), pp. 8 – 26.

### Additional resources:

Swimmer, Gene and Mark Thompson. 1995. *Public Sector Collective Bargaining in Canada*. Kinston, Ontario: IRC Press. Chp. 1 & 16.

Hebdon, Bob, and Peter Warrian. 1999. "Coercive Bargaining: Public Sector Restructuring under the Ontario Social Contract, 1993 – 1996." *Industrial and Labor Relations Review*. January 1999, Vol. 52, issue 2.

## CLASS 18 (NOVEMBER 14): GUEST SPEAKER: TBA

### Required readings:

### Additional resources:

## CLASS 19 (NOVEMBER 16): UNIONS IN THE `NEW` ECONOMY

### Required readings:

Jackson, Andrew. *Work and Labour in Canada: Critical Issues*. Toronto, ON: Canadian Scholars' Press Inc., 2009. (Chapter 11, pp. 247 – 270).

Gunderson, Morley, and Douglas Hyatt. "Union impact on compensation, productivity, and management of the organization." in Gunderson, Morley, and Daphne Gottlieb Taras (Eds.). 2008. *Canadian Labour and Employment Relations*. 6th edition. Toronto, ON: Pearson Education Inc. (Chapter 14, pp. 383 - 402.)

### Additional resources:

Hebdon, Robert, and Trevor Brown. 2008. *Industrial Relations in Canada*. Toronto, Nelson - Thompson Canada. (Chapter 13 Globalization of Labour Markets, pp. 391-418.)

Rose, Joseph B. and Gary N. Chaison. 2001. "Unionism in Canada and the United States in the 21<sup>st</sup> Century." *Relations Industrielles/Industrial Relations*. Vol. 56, No. 1. pp. 34-65.

Yates, Michael D. 2001. "The New Economy and the Labour Movement." *Monthly Review*. 52 (11): pp. 28-42.

## CLASS 20 (NOVEMBER 21): UNION RENEWAL IN CANADA

### Required readings:

Kumar, Pradeep and Christopher Schenk. "Union Renewal and Organizational Change: A Review of the Literature," in *Paths to Renewal*, Pradeep Kumar and Christopher Schenk eds. Peterborough, ON: Broadview Press.

### Additional Resources:

Kumar, Pradeep. (December, 2008). "Whither unionism? Current state and future prospects of union renewal in Canada." IRC discussion paper #2008-04. <http://irc.queensu.ca/gallery/1/dps-whither-unionism.pdf>

Fairbrother, Peter and Charlotte Yates (eds.) *Trade Unions in Renewal: A comparative study*. Ondon: Continuum, 2003. Chapter 10.

## CLASS 21 (NOVEMBER 23): UNIONS AND PUBLIC POLICY

### Required readings:

Zuberi, Dan. 2003. *Differences that matter: Social policy and the working poor in the United States and Canada*. Ithaca, NY: Cornell University Press. Chapter 1 (Introduction pp. 1- 12), and chapter 4 (The union difference pp. 48 - 66).

### Additional resources:

Savage, Larry. (2010). "Contemporary party-union relations in Canada." *Labor Studies Journal*, 35(1), pp. 8 – 26.

Walchuk, Bradley. (2010). "Changing union-party relations in Canada: The rise fo the Working Families Coalition." *Labor Studies Journal*, 35(1), pp. 27 – 50.

### On-line resources

Canadian Auto Workers. (2008). "Taking the challenge: 2008 collective bargaining and political action convention." (Chapter 2: Political overview - <http://www.caw.ca/en/2008-chapter-2-political-overview.htm>).

Review political action section of various Canadian unions

CLC - [http://canadianlabour.ca/en/political\\_action](http://canadianlabour.ca/en/political_action)

CAW - <http://www.caw.ca/en/campaigns-issues.htm>

OPSEU - <http://www.opseu.org/politicalaction/index.htm>

PSAC - <http://www.psac.com/issues/index-e.shtml>

USW - <http://www.usw.ca/program/content/4777.php>

## CLASS 22 (NOVEMBER 28): GUEST SPEAKER: TBA

Required readings:

Additional resources:

## CLASS 23 (NOVEMBER 30): INTERNATIONAL LABOUR RIGHTS & COMPARATIVE IR SYSTEMS

Required readings:

Kuruvilla, S., & Verma, A. 2006. "International labor standards, soft regulation, and national government roles." *Journal of Industrial Relations*, 48(1), 41-58.

Lipsig-Mumme, Carla. "Trade unions and labour relations regimes: International perspectives in a globalizing world." in Gunderson, Morley, and Daphne Gottlieb Taras (Eds.). 2008. *Canadian Labour and Employment Relations*. 6th edition. Toronto, ON: Pearson Education Inc. (Chapter 17, pp. 460-477.)

Additional resources:

Deom, Esther, Jean-Noel Grenier, and Marie Pierre Beaumont. "Union-Management Relations In Quebec," in Gunderson, Morley, and Daphne Gottlieb Taras (Eds.). 2008. *Canadian Labour and Employment Relations*. 6th edition. Toronto, ON: Pearson Education Inc. (Chapter 16.)

Kuruvilla, S., Hossain, J., & Berger, S. (2010). *Assessment of the progress of nations on core labor standards: Measures of freedom of association and collective bargaining*. Retrieved [insert date] from Cornell University, ILR School site: <http://digitalcommons.ilr.cornell.edu/articles/310>

On-line resources

Review the International Labour Organization's website on international labour standards - [http://www.ilo.org/global/What\\_we\\_do/InternationalLabourStandards/lang--en/index.htm](http://www.ilo.org/global/What_we_do/InternationalLabourStandards/lang--en/index.htm)