

NABU 330

Cross Border Issues in Strategic Human Resource Management

Unit 11

Laurie Prange (Prange-Martin)

Attendance & Study Notes check (worth 3 marks on Final Exam)

Agenda

- Attendance & Study Notes binder check
- Focus Activity – Think-Pair-Share on Trade Unions world-wide
- Lecture – Ch. 16 = Labour Relations
- Activity – Class-wide = Collective Agreements at CapU
- Learning Consolidation
 - Role-Playing Activity
 - Comparing US & Cdn union recognition
 - Using Assigned Readings
- Class time to work on New Employee Handbook
- Next Steps

Focus Activity – Think-Pair-Share

1. Students pair up
 - No one can pair up with someone from their own country
2. In your pair, discuss your different experiences and global attitudes about trade/labour unions
3. Class re-groups and students are encouraged to share what they discussed and learned

Lecture – Ch. 16

“What Have Unions Done For Us?”

<https://www.ppwc.ca/what-have-unions-done-for-us/>

History of Local Unions

First major strike in BC, 1903

Railway workers struck Canadian Pacific Rail for union recognition

Labour leader Frank Rogers was killed while picketing at the docks by CPR private police during that strike, becoming the British Columbia movement's first recognized labour martyr.



Image source: <https://www.slideshare.net/cathywalker856/vdlc-unions-in-canada-our-historysept182012>



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1935 Vancouver Ballantyne Pier Strike



Image source: https://en.wikipedia.org/wiki/Battle_of_Ballantyne_Pier

NHL player lockout 2012-2013



Image source: <http://www.nohockeylockout.com/economic-impact-nhl-lockout/>



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2013 Cuts at CapU Ruled in Violation of University Act

- <http://www.macleans.ca/education/uniandcollege/why-canadian-universities-are-on-the-brink/>
- <http://www.nsnews.com/news/capu-president-urged-to-step-down-1.1018415>
- <http://www.nsnews.com/news/capilano-university-board-heeds-court-ruling-1.1063880>

2015 Faculty Strike at CapU



Image source:

<http://www.vancouversun.com/classes+cancelled+because+strike+capilano+university/10954670/story.html>



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Trade Union Terminology

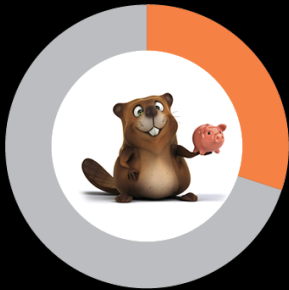
- <https://cupe.ca/cupe-mini-dictionary-union-language>
- <http://nslabour.ca/join-a-union/key-union-terms/>
- <https://www.law-faqs.org/national-faqs/history-and-development-of-unions-in-canada/general-information-definitions-and-types-of-unions/>

Key BC groups

- Labour Relations Board – BC
<http://www.lrb.bc.ca>
- BC Federation of Labour <http://bcfed.ca>
- Collective Agreement Arbitration Bureau – BC
<http://www.lrb.bc.ca/caab/>
- Canadian Labour Reporter
<http://www.labour-reporter.com>

Why Unions?

<http://canadianlabour.ca/why-unions>



Just over **30.4%** of Canadian workers are union members.

Union members earned **\$5.28/hour** more, on average, than workers without a union.



Those extra dollars put an extra **\$43.2 BILLION** into the local economy, which supported business, local jobs and local services.

35% more



Women earned **\$7.10/hour** more, on average, with a union at work and they got paid more fairly.

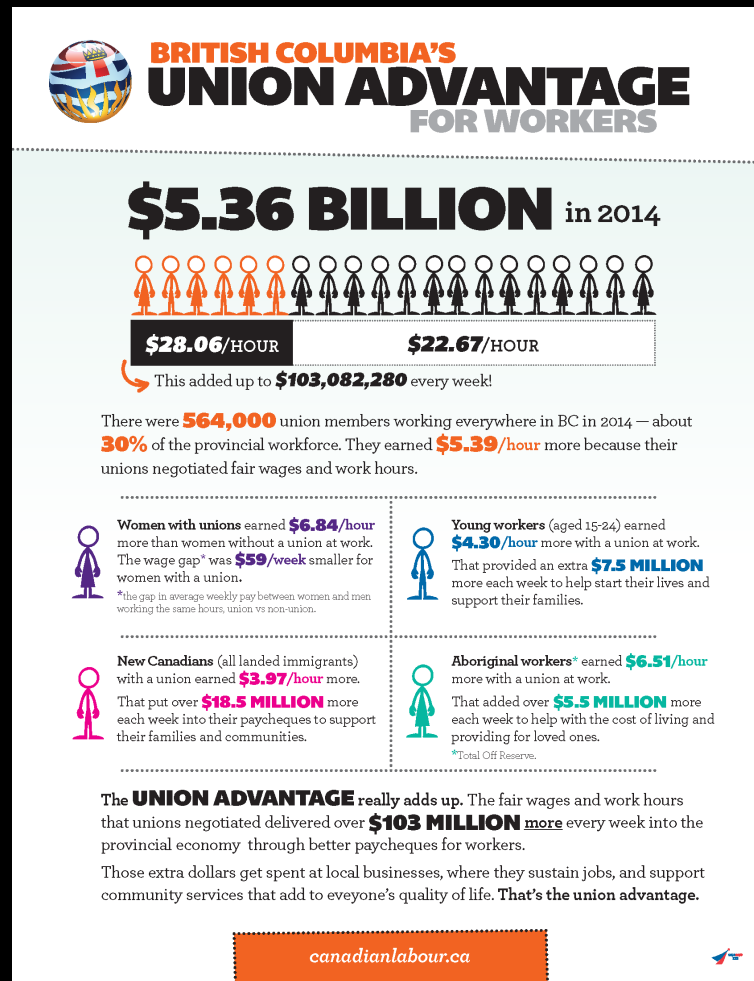
Young workers earned **\$3.74/hour** more, on average, with a union, thanks to fair wages and working hours.



27% more

Union Advantage in BC?

<http://canadianlabour.ca/why-unions/provincial-and-territorial-breakdown/british-columbia>



Typical Union Organizing Campaign

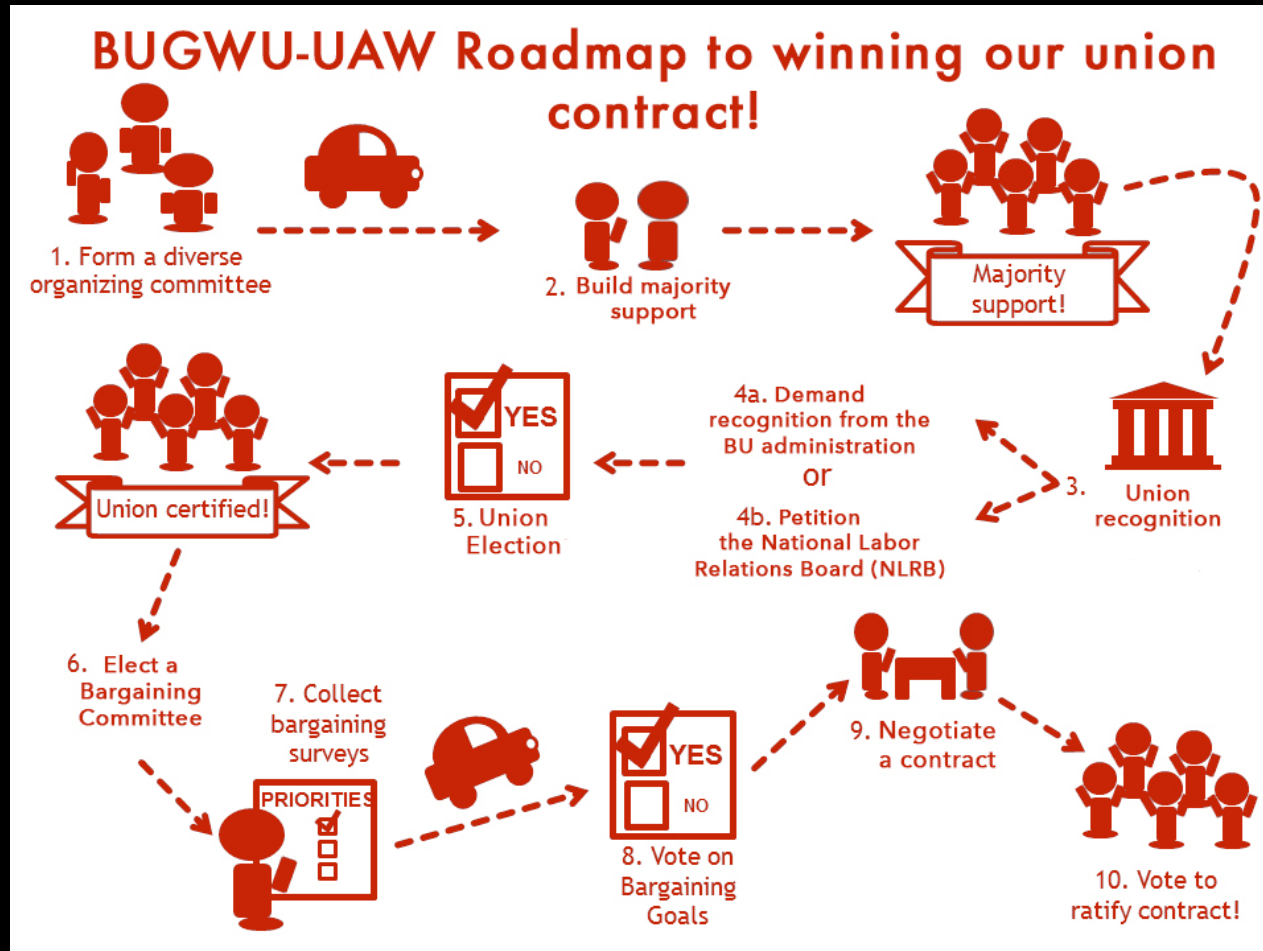


Image Source: <https://bugradunion.org/roadmap-to-victory/>

Collective Bargaining Process

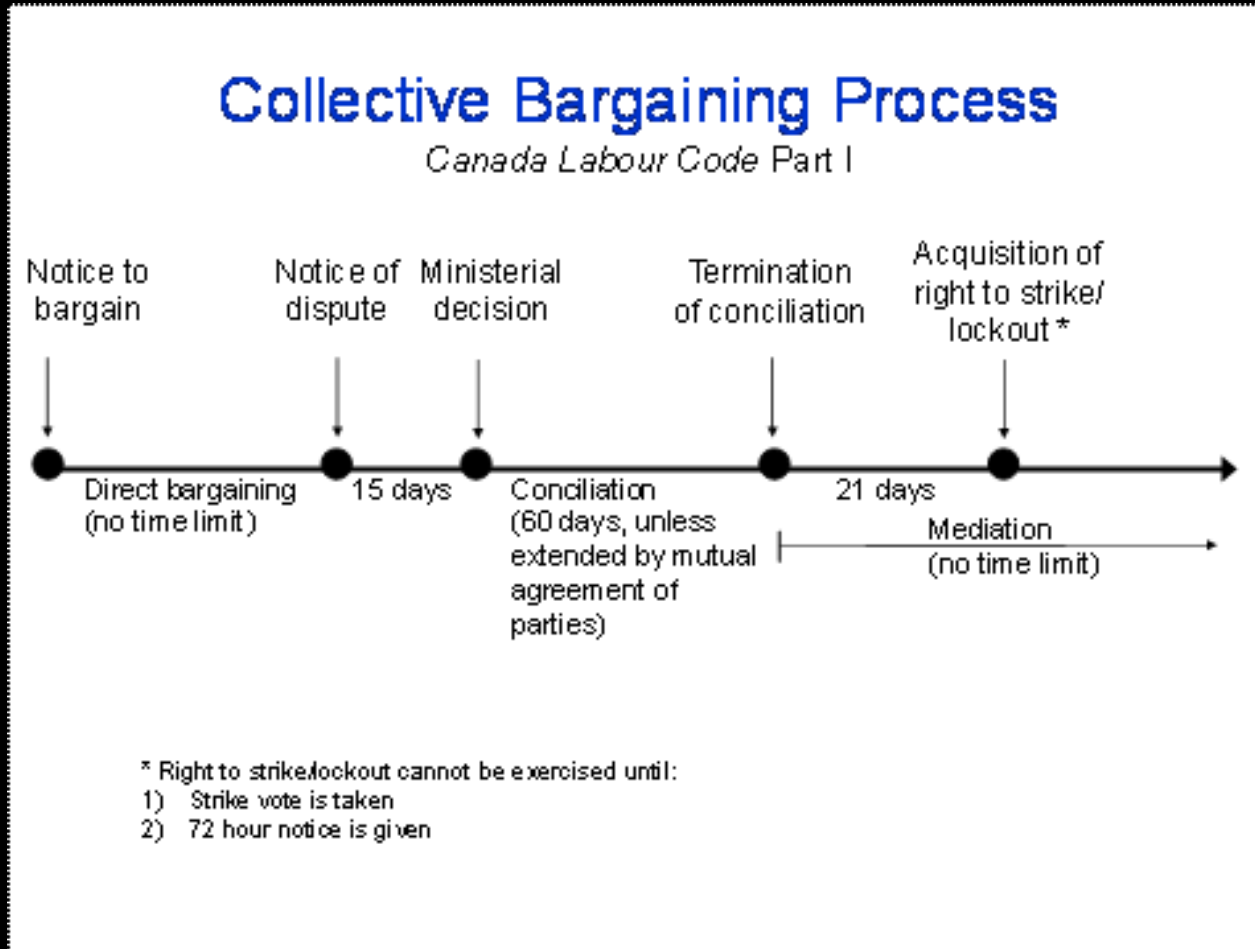


Image Source:

<https://www.canada.ca/en/employment-social-development/services/labour-relations/collective-bargaining.html>



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Typical Grievance Process

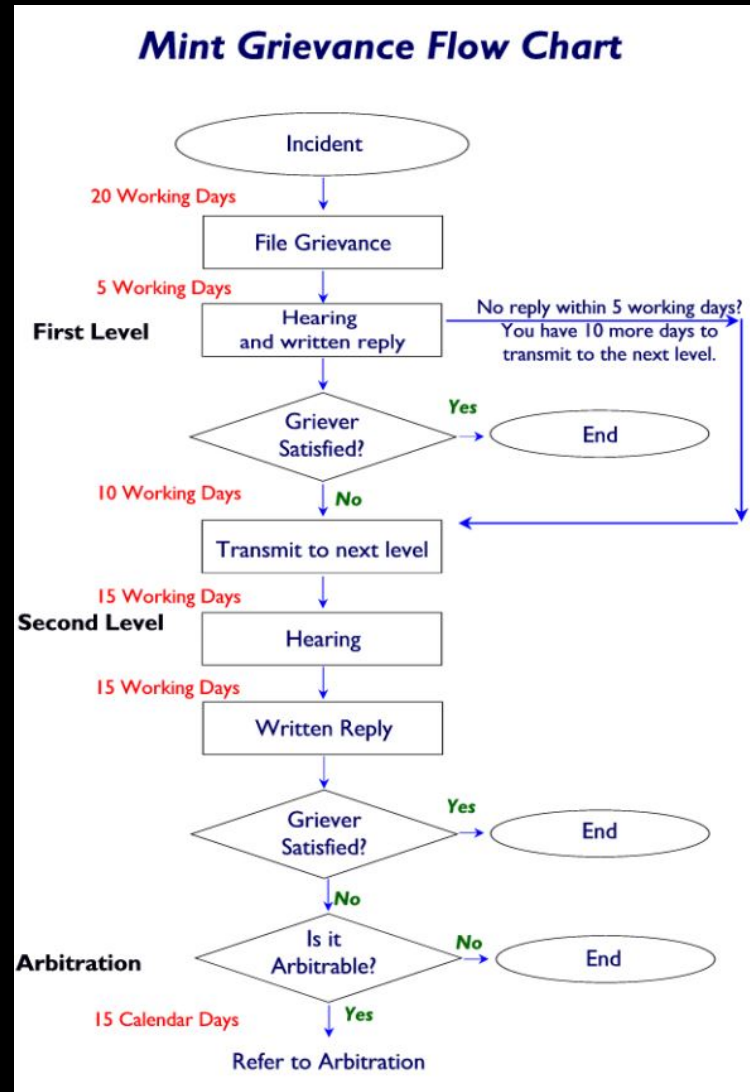


Image source: <http://gsu-ssg.com/resources/grievance-tools/>

Working With Unions from an HR Perspective

[https://www.slideshare.net/
MariaSolarez1/unions-presentation](https://www.slideshare.net/MariaSolarez1/unions-presentation)

Class-wide Activity = Collective Agreements

Review and compare – Intentions & Contents

CapU group	Link(s)
Capilano University Student Union (CSU)	http://bit.ly/2G4IEAe
Capilano University Faculty Association (CFA)	http://bit.ly/2ppiyMQ
Capilano University Support Staff Union (MoveUp)	http://bit.ly/2ppuQFZ
Custodial Staff at CapU (In progress)	http://bit.ly/2poQSbK http://bit.ly/2HNKf9O

Practicing for the Final Exam = Thinking through a Case Study

Why do employees form labour/trade unions?

- Working conditions, and then pay
 - Notice that order!
- Strength in numbers
- For their families
- Other?
 - Your knowledge?
 - Your experience?

Why are employees concerned about workplace unions?

- Strikes!
- Quarterly profits
- Their own job security
- Other?
 - Your knowledge?
 - Your experience?

Differences

•USA

- Right to collective bargaining not protected under the law
- Reducing safety regulations
- Union membership rates plummeted
- New immigration challenges to hiring tech professionals

•Canada

- Right to collective bargaining protected under Cdn Charter
- Increasing safety regulations
- Union memberships staying steady at 30%, higher among highest educated
- Highest per capita rates of post-secondary education **in the world**

Learning Consolidation (LC) Using a Case Study and Assigned Readings to Role-Play

Case Study for Role-Play

Amazon opening Canadian offices

Role-playing as HR advisors
exploring differences:

- Industrial relations and collective bargaining
- Employee benefits
- Hiring and dismissing

Always start with what you know

- What do you know about Amazon?
- What has been your experience of Amazon as a customer?
- What have you read about Amazon in the news?

Note: For the Final Exam, no two answers can be alike (otherwise it's cheating. Yes, even in an Open Book Exam). So, this is one of those areas you need to personalize in your answers.

Next, what basic facts can you find online about Amazon?

- Largest retailer in the world
- Cross-border shipping continues to be a challenge
- Canada remains a lucrative market
- Specialized employee hiring easier in Canada than USA or UK
 - Differing attitudes towards immigration

Then, work through the Challenge (Role Play)

- Rumours that Canadian Amazon employees are talking of unionizing
- Senior Management from California is flying in tomorrow
- As the local HR department, your job will be to explain the situation to them
- Each group has one of the Assigned Readings

Role Play Process

- Working in your assigned group, read and discuss the provided assigned article
- Read, identify, and highlight the information that would be important to inform American Senior Management at Amazon about what is different:
 - Canada labour laws
 - Collective bargaining
 - Labour/trade unions
- When finished, group spokesperson presents to the class

If class time remains,
groups work on Assignment #2

Next Steps

1. Catch-up on HR Stories online and any Readings you haven't finished
2. Finish Assignment #2 with your group
 1. New Employee Handbook
 2. Career Fair

Thank you for another great class!

See you in Moodle, by email, or by text

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