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Labour Relations Sixth edition is intended to provide a practical text for labour relations industrial relations and collective bargaining courses In the following pages labour relations is framed within a four phased dynamic process i a discontented workforce looking for an external advocate ii union organizing and certification iii collective bargaining and iv contract administration The book also recognizes the importance of key actors in this process employers unions and governments all of whom are influenced by a challenging external environment Globalization demographics economic cycles technological innovation societal views and other environmental factors pose threats and opportunities for these key actors To deal with this challenging environment a book on labour relations should be practical and applied and should not lose sight of the context There are many differences between the Canadian and American labour relations systems however the differences among Canadian federal and provincial jurisdictions may not have received the attention they deserve Students do not need to know what the rules are for all jurisdictions in this country but chapter by chapter content and learning activities in this book will help them to understand and appreciate the policy options that have been adopted in their jurisdiction and raise awareness of alternatives outside their home province To meet the need for the practical this book contains more of the day to day material required to understand each of the labour relation phases as well as the legal framework that guides union management interactions Key considerations and important labour relations issues in each chapter focus the reader s attention on the how and why questions that a new professional to this area of human resources management must answer in order to provide leadership and guidance in support of business success New learning modalities in today s higher education environment also expect course resources to support self exploration and web based activities to build the human capital of students This fifth edition of Labour Relations continues its focus in these areas with end of chapter activities along with problem solving exercises designed to expand the student s awareness of unions their history and labour organizational structures so that he or she perceives a connection between the classroom and the real world of union management relationships

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