

Managing Human Resources and Collective Bargaining at Concordia University



Managing Human Resources and Collective Bargaining (The Concordia University Leadership Series)

by Daniel R. Tomal

★★★★☆ 4.1 out of 5

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Concordia University is a private research university located in Montreal, Quebec, Canada. The university has a long and complex history of human resources management and collective bargaining. This article provides a comprehensive overview of the university's human resources policies, practices, and strategies, as well as the role of unions in representing faculty and staff.

Human Resources Management at Concordia University

Concordia University's human resources department is responsible for a wide range of activities, including:

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- Recruitment and hiring
- Compensation and benefits
- Employee relations
- Training and development
- Health and safety

The university's human resources policies and practices are guided by a number of principles, including:

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- Equity and diversity
- Employee development
- Respect for employee rights
- Open communication

Concordia University has a strong commitment to equity and diversity. The university's human resources policies and practices are designed to create an inclusive workplace where all employees feel respected and valued. The university also offers a variety of programs and initiatives to support employee development, including tuition reimbursement, professional development workshops, and mentorship programs.

Collective Bargaining at Concordia University

Concordia University has a long history of collective bargaining. The university's first collective agreement was signed in 1969 with the

Concordia University Faculty Association (CUFA). CUFA represents over 1,000 full-time and part-time faculty members. The university also has collective agreements with the following unions:

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- Concordia University Staff Union (CUSU)
- Service Employees International Union (SEIU)
- International Brotherhood of Electrical Workers (IBEW)

These unions represent over 2,000 staff members at the university.

Collective bargaining is a process of negotiation between a union and an employer over the terms and conditions of employment. The process typically involves the negotiation of a collective agreement, which is a legally binding contract that sets out the terms and conditions of employment for union members.

Collective bargaining has a number of benefits for both unions and employers. For unions, collective bargaining provides a way to represent their members' interests and to secure better wages, benefits, and working conditions. For employers, collective bargaining provides a way to establish clear and consistent terms and conditions of employment, and to avoid costly and disruptive strikes.

Human resources management and collective bargaining are essential aspects of the operation of Concordia University. The university's human resources policies and practices are designed to create an inclusive and supportive workplace where all employees feel respected and valued. The

university's collective agreements with its unions provide a framework for the negotiation of wages, benefits, and working conditions. These agreements help to ensure that the university is a fair and equitable employer.

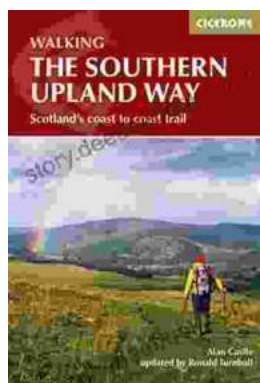


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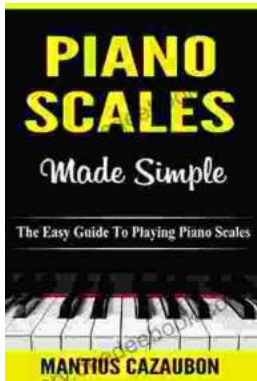
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