

## Relations industrielles Industrial Relations



# The University at the Service of the People

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## LAVAL UNIVERSITY AT THE SERVICE OF THE PEOPLE

From its foundation, the Department of Industrial Relations of Laval, has organized from time to time, besides its Annual Congress, special study courses for the persons already engaged in industrial relations. Many have profited from these study courses and are pleased to note that the University adapts itself so well to the needs of the population.

The following are some of the plans for the year 1948-1949:

### I—EVENING COURSE

#### INDUSTRIAL RELATIONS

Opening: **EMPLOYERS**, October 25; **EMPLOYEES**, October 29

##### First series

##### Third series

##### Labour legislation

- The State and Labour Relations
- The study of the different labour acts:
  - The Professional Syndicates Act
  - The Collective Agreement Act
  - The Labour Relations Act
  - The Quebec Trade Disputes Act
  - The Minimum Wage Act
  - The Workmen's Compensation Act
  - The Unemployment Insurance Act
- The civil responsibility of the associations constituted by virtue of certain Acts
- The legal aspects of the labour agreement
- Various aspects of social security

##### Second series

##### The Collective Labour Agreement

- Definition of terms
- Exposé of a typical agreement
- Preliminary proceedings before the negotiating of the agreement
- The negotiation itself with regard to the employer and to the employee
- The administration of the agreement
- The adjustment of grievances arising from the application of the agreement

##### Union Security Provisions

- Defining the various possible clauses concerning union security
- The moral aspect
- The sociological aspect
- The economic aspect
- The legal aspect

The lectures will be delivered in **French** at the Faculty of Social Sciences, 2 University St., Québec, **Monday** night, from 8 to 10 o'clock, for the **employers**, and **Friday** night, from 8 to 10 o'clock, for the **employees**. The registration fees are five dollars per series or fifteen dollars for the four series.

##### Fourth series

##### The Human Being in Labour Relations

- What is the Human Being?
- Family life and professional life
- Man as related to his job
- The workers as related to the Nation

### II—INTENSIVE COURSES

#### SECRETARIES AND INSPECTORS OF PARITY COMMITTEES

Tuesday and Wednesday, the 23rd and 24th of November

##### TUESDAY

##### WEDNESDAY

- 9.00 A.M. **The Legality of Parity Committee Action**  
**Me Wilbrod Bhéner, LL.L., K.C.,** Lawyer, Secretary, Comité paritaire de la fourrure de Québec, and Secretary, Comité paritaire de la quincaillerie de Québec.
- 2.30 P.M. **The role of the Secretary**  
**Mr. Raymond Gérin, M.Soc.Sc.,** Secretary, Comité paritaire de l'industrie de la construction et de la réparation mécaniques.
- 8.00 P.M. **The Parity Committee and the Department of Labour**  
**Mr. Gérard Tremblay, L.Ph.,** Deputy-Minister of Labour for the Province of Québec, Professor, Director of the Department of Industrial Relations of Laval University.

- 9.00 A.M. **The Role of the Inspector**  
**Mr. Médard Ouellet,** Secretary, Comité paritaire du commerce de l'alimentation en gros de Québec.
- 2.30 P.M. **The Role of the Parity Committee in relation to those subjected to it.**  
**Mr. Louis Bilodeau,** Secretary, Comité paritaire des services hospitaliers de l'est de la province de Québec.

These courses, offered particularly to the officers of the Parity Committees (operating in the sector of Laval University), will be given in French in the rooms of the "Institut Canadien", 37 Ste-Angèle St., Québec. The subscription will be fifteen dollars for the complete session.

For any further information please apply to the **Secrétariat du Service extérieur** (Extension Department), 2 University St., Québec.