

## Chapter 6: The Employment Relations Act

- (1) Employment contracts versus employment relationships
  - What are the main differences?
  - Describe the mix of ECA legacy and collectivism in the ERA
- (2) What are the key objectives of the ERA?
  - Compare the key objectives of the ERA with those of the ECA
  - Have these objectives been met?
- (3) What were the main criticisms of the ER Bill?
  - Were some of these criticisms alleviated in the ERA?
  - Have some of these criticisms continued during the ERA?
- (4) Mention 3 examples of how the ERA has changed employment relations (ER) practices (including employer and employee behaviour)
- (5) Unions: how does the ERA help unionism?
  - Discuss trends in union density, union membership, union structures.
- (6) What are the hallmarks of Good Faith bargaining & behaviour?
  - What have the key trends & issues been so far?
- (7) What are the ERA's protections of individual choice and rights?
  - What do we know about IEAs (bargaining processes and outcomes)?
- (8) What have been the key issues and trends in industrial disputes?
  - When is a strike/lockout lawful?
    - i. What are the differences, compared to the ECA?
    - ii. Have these differences had any impact?
  - Describe the trends in strikes and lockouts
- (9) Personal grievances: issues, processes, trends.
  - how do you deal with personal grievances?
    - i. If you don't know, where would you get advice?
  - Describe the trends in personal grievances
- (10) Employment Institutions: what do they cover and how do they work?
  - Have the objectives of the ERA been met?
- (11) What is happening in the area of minima (minimum employment conditions)?
  - have minima and their changes resulted in productive employment relationships?

ERA = Employment Relations Act; ECA = Employment Contracts Act  
IEAs = Individual Employment Agreements

## **Chapter 7: Labour market models, flexibility and productivity**

1. Why do we use models that provide a caricature/unrealistic view of the labour market?
2. What are the key assumptions 'behind' the Competitive Model and why are they important?
3. Why is it important that the demand for labour is a derived demand?
4. What are the key influences on the long-term supply of labour and what does the backward-bending supply curve tell you?
5. What are the hallmarks of segmented labour market theory and why has it become so popular over the last twenty years?
6. Can you distinguish the three perspectives of unions and which perspectives do you think is most appropriate in terms of New Zealand unions?
7. Do unions have an influence on business and employment relations strategies?
  - a. If yes, what are the positive and negative aspects?
  - b. How do the theories of union influence align with current New Zealand trends?
8. Describe the flexible firm model.
  - a. What are the key implications of this model?
  - b. In terms of flexibility, is it possible to create a win-win situation for employer and employees?
    - i. What would such a win-win situation look like?
9. Why was it expected that the ECA would lift labour productivity levels?
10. How can you explain that there wasn't a significant lift in labour productivity under the ECA?
  - a. Do you find the suggested explanations adequate and correct?