

SAULT COLLEGE OF APPLIED ARTS & TECHNOLOGY

SAULT STE. MARIE, ONTARIO

COURSE OUTLINE

Course Outline: LABOUR COST, RELATIONS AND LAW
Code No.: FDS 226
Program: CHEF TRAINING
Semester: 2
Date: JANUARY, 1992
Previous Outline Dated: JANUARY, 1991
Author: G. W. DAHL

New: _____ Revision: X

APPROVED: _____
Dean, School of Business and
Hospitality

92-01-02
Date

LABOUR COST, RELATIONS AND LAW

FDS 226

Course Name

Course Number

COURSE LENGTH: 30 hours

OBJECTIVE: To provide the student with a basic knowledge of labour cost, relations and law as they relate to the hospitality industry.

To be competent in this subject, the student MUST BE ABLE TO:

- Schedule both fixed and variable employers
- Set up and use a payroll control system
- Calculate daily, weekly and monthly labour costs
- Analyze financial statements and understand the relationship between net profit and labour cost
- Effectively use:
 - productivity standards
 - production estimation
 - task planning
 - work simplification, as means of reducing high labour costs
- Write detailed job descriptions for each position in a food and beverage operation
- Recruit, select and train personnel
- Understand the importance of motivation as a means of increasing staff morale and decreasing staff turnover.
- Trade Association
- Comprehend the Employment Standards Act
- Relate the processes involved in certification and negotiating collective agreement
- Discuss the steps involved in a grievance procedure

EVALUATION

- | | | |
|-----------------|----|-----|
| - assignments | -- | 20% |
| - mid-term test | -- | 30% |
| - final exam | -- | 50% |

100%

- Pass is 55%

All tests must be written and projects handed in on the dates specified. Any late submissions of projects will **NOT** be marked. Only in those cases of sickness or other major circumstances will marking or rewrites be considered.