

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, 1990
Previous Outline Dated: JANUARY, 1989
Author: G. W. DAHL

New: _____ Revision: X

APPROVED: _____ Date _____
Dean, School of Business and
Hospitality

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%
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		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.