[redacted]

Please use the following structure:

- **Theory:** Provide a brief sentence or two to evidence your understanding of the theory related to the question being posed.
- **Interpretive:** How does the theory apply to the question being posed?

Grading

- The assignment will be marked out of 5 using the Rubric as provided below.

Score Criteria

5	Shows a complete understanding of theory with no errors; clear explanation of situation, example shows intent, impact and learning.
4	Shows a complete understanding of theory with no errors; does not provide a clear explanation of situation, example lacks depth of intent, impact and learning.
3	Shows a partial understanding of theory with few or minor errors; specific situation explained but evidences only two parts of intent, impact or learning.
2	Shows limited understanding of theory with serious errors that affect the successful explanation of example, example shows only intent or is too general.
1	Shows very little, if not limited understanding of theory with major errors; failure to effectively apply the theory to a situation, too general to demonstrate applied theory.

APA citations for references must be provided or the assignment will be graded as zero.

1. Explain why unions have been slow to embrace environmental issues? What has been done to change this?

2. What is a key demographic trend you believe is influencing national or international unions in the 21st century?

3. What are some of the characteristics of Canadian union membership and what is the significance of these features?

4. What is union density and why is this measure important?

5. Some argue that high-performance work practices, nonunion representation, and nonstandard work practices are designed to be forms of union substitution and/or union avoidance. Do you feel this is true? Why or why not?

6. Assume you are a labour leader and that you are trying to organize a nonunion firm that has high-performance work practices and nonunion employee representation practices in place. What would you tell employees are the advantages of unionization even with these progressive HRM practices

7. Given the number of multinational companies and companies that operate in both Canada and the United States, do you believe that Canada will see an increased usage of the union removal and substitution strategies that are more common in the U.S.? Why or why not?

8. Consider the information that has been discussed and reviewed in our class to date. Please provide me with your personal thoughts on the following:
   - What is it that you have learned? What caught your attention about this?
   - How do you identify with this new knowledge? What does it mean to you?
   - How can this new or enhanced interpretation be applied to your personal/professional life?