



## Teaching Guide

| Identifying Data    |  |        |                   |           | 2019/20 |
|---------------------|--|--------|-------------------|-----------|---------|
| Subject (*)         | Trade Union Law I  |        | Code              | 660G01013 |         |
| Study programme     | Grao en Relacións Laborais e Recursos Humanos (Coruña)   |        |                   |           |         |
| Descriptors         |  |        |                   |           |         |
| Cycle               | Period   | Year   | Type              | Credits   |         |
| Graduate            | 1st four-month period  | Second | Obligatory        | 6         |         |
| Language            | SpanishGalicianEnglish   |        |                   |           |         |
| Teaching method     | Face-to-face   |        |                   |           |         |
| Prerequisites       |  |        |                   |           |         |
| Department          |  |        |                   |           |         |
| Coordinador         | Vizcaíno Ramos, Iván   | E-mail | i.vizcaino@udc.es |           |         |
| Lecturers           | Vizcaíno Ramos, Iván   | E-mail | i.vizcaino@udc.es |           |         |
| Web                 |  |        |                   |           |         |
| General description | <p>The Union Law I course is the gateway for students to the complex world of trade union rights. In this course, key to deal with warranties their naturally extended into the curriculum (Union Law II), we focus on the more theoretical aspects and individual Trade Union Law. To do this, we will develop 15 tracks, which we will structure into three sections or parts.</p> <p>In the first part (items 1-7), discuss issues that will focus on the definition, sources and history of Union Law. So, after presenting to the student the plot that occupies Union law within the Labour Law, will present the global international sources are responsible for regulating the Union Law, and its location on the Internet (item 2) and the regional and international European sources regulatory of the Union law and its location on the Internet (item 3). Consequently, item 4 will show us the sources of European Union regulatory of the Union Law and its location on the Internet. Obviously, we can not ignore our close environment and forget Spanish regulatory sources of Union Law and its location on the Internet (item 5), an issue that connects with jurisprudential sources regulatory Spanish Union Law and its location on the Internet (item 6). We will conclude our first part of the course with the study of the historical Spanish labor movement (item 7) essential to understanding the evolution of Union Law in our country.</p> <p>Different content has the second part of the program, which will deal with the legal representation of workers, starting with the concept and types of workers' legal representatives (item 8) and linking it almost seamlessly with related content of the election and mandate for such representatives (item 9). Then, we will analyze the skills and guarantees of workers' legal representatives with exhaustiveness, in item 10, the culmination of this second part of the course.</p> <p>As for the third part of the program, noting that will focus its contents to the subject of freedom of association, where attention to individual and collective facets (item 11), organizational and functional (item 12), positive and negative (subject 13) and, finally, the internal and external facets of freedom of association (item 14). We end this third part of the course to the study of international sources, compared and Spanish, regulating collective representation of employers, placing it in the 15 theme of the program.</p> |        |                   |           |         |

## Study programme competences / results

| Code | Study programme competences / results   |
|------|---|
| A1   | Marco normativo regulador das relacións laborais.   |
| A13  | Transmitir e comunicarse por escrito e oralmente usando a terminoloxía e as técnicas adecuadas.       |
| A14  | Seleccionar e xestionar información e documentación laboral.  |
| A20  | Realizar funcións de representación e negociación en diferentes ámbitos das relacións laborais.       |
| A27  | Asesoramento a organizacións sindicais e empresariais, e aos seus afiliados.                          |
| A30  | Representación técnica no ámbito administrativo e procesual e defensa ante os tribunais.              |
| A31  | Aplicar os coñecementos á práctica.   |
| A33  | Comprender o carácter dinámico e cambiante das relacións laborais no ámbito nacional e internacional. |
| A35  | Análise crítico das decisións emanadas dos axentes que participan nas relacións laborais.             |



|     |  |
|-----|--|
| B2  | Capacidade de análise e síntese.   |
| B5  | Toma de decisións.   |
| B6  | Comportarse con ética e responsabilidade social como cidadán e como profesional.   |
| B9  | Traballo en equipos.   |
| B12 | Motivación para a calidade.  |
| B13 | Adaptación a novas situacións.   |
| C1  | Expresarse correctamente, tanto de forma oral coma escrita, nas linguas oficiais da comunidade autónoma.   |
| C4  | Desenvolverse para o exercicio dunha cidadanía aberta, culta, crítica, comprometida, democrática e solidaria, capaz de analizar a realidade, diagnosticar problemas, formular e implantar solucións baseadas no coñecemento e orientadas ao ben común. |
| C7  | Asumir como profesional e cidadán a importancia da aprendizaxe ao longo da vida.   |

| Learning outcomes  |     |                                       |    |
|--|-----|---------------------------------------|----|
| Learning outcomes  |     | Study programme competences / results |    |
| Marco normativo regulador das relacións laborais.  | A1  |                                       |    |
| Transmitir e comunicarse por escrito e oralmente usando a terminoloxía e as técnicas adecuadas.  | A13 |                                       |    |
| Seleccionar e xestionar información e documentación laboral.   | A14 |                                       |    |
| Realizar funcións de representación e negociación en diferentes ámbitos das relacións laborais.  | A20 |                                       |    |
| Asesoramento a organizacións sindicais e empresariais, e aos seus afiliados.   | A27 |                                       |    |
| Representación técnica no ámbito administrativo e procesual e defensa ante os tribunais.   | A30 |                                       |    |
| Aplicar os coñecementos á práctica.  | A31 |                                       |    |
| Comprender o carácter dinámico e cambiante das relacións laborais no ámbito nacional e internacional.  | A33 |                                       |    |
| Análise crítico das decisións emanadas dos axentes que participan nas relacións laborais.  | A35 |                                       |    |
| Capacidade de análise e síntese.   |     | B2                                    |    |
| Toma de decisións.   |     | B5                                    |    |
| Comportarse con ética e responsabilidade social como cidadán e como profesional.   |     | B6                                    |    |
| Traballo en equipos.   |     | B9                                    |    |
| Motivación para a calidade.  |     | B12                                   |    |
| Adaptación a novas situacións.   |     | B13                                   |    |
| Expresarse correctamente, tanto de forma oral coma escrita, nas linguas oficiais da comunidade autónoma.   |     |                                       | C1 |
| Desenvolverse para o exercicio dunha cidadanía aberta, culta, crítica, comprometida, democrática e solidaria, capaz de analizar a realidade, diagnosticar problemas, formular e implantar solucións baseadas no coñecemento e orientadas ao ben común. |     |                                       | C4 |
| Asumir como profesional e cidadán a importancia da aprendizaxe ao longo da vida.   |     |                                       | C7 |

| Contents |           |
|----------|-----------|
| Topic    | Sub-topic |



|  |  |
|--|--|
| <p>I. UNION LAW</p>  | <p>LESSON 1: THE PLOT OF THE UNION LAW AND THE LIMITS OF THEIR LINES</p> <p>LESSON 2: THE WORLD INTERNATIONAL SOURCES REGULATORY OF THE UNION LAW AND ITS LOCATION THROUGH INTERNET.</p> <p>LESSON 3:THE EUROPEAN REGIONAL INTERNATIONAL SOURCES REGULATORY OF THE UNION LAW AND ITS LOCATION THROUGH INTERNET.</p> <p>LESSON 4: THE EUROPEAN UNION SOURCES REGULATORY OF THE UNION LAW AND ITS LOCATION THROUGH INTERNET.</p> <p>LESSON 5: THE SPANISH LEGAL SOURCES REGULATORY OF THE UNION LAW AND ITS LOCATION THROUGH INTERNET.</p> <p>LESSON 6: THE SPANISH CASE LAW SOURCES REGULATORY OF THE UNION LAW AND ITS LOCATION THROUGH INTERNET.</p> <p>LESSON 7: THE SPANISH LABOR MOVEMENT HISTORY.</p> |
| <p>II. THE STATUTORY WORKERS' REPRESENTATIVES</p>                    | <p>LESSON 8: CONCEPT AND TYPES OF THE STATUTORY WORKERS' REPRESENTATIVES.</p> <p>LESSON 9: ELECTION, MANDATE AND REVOCATION OF THE STATUTORY WORKERS' REPRESENTATIVES.</p> <p>LESSON 10: COMPETENCES AND GUARANTEES OF THE STATUTORY WORKERS' REPRESENTATIVES.</p>   |
| <p>III. THE STATUTORY WORKERS' REPRESENTATIVES IN THE ENTERPRISE</p> | <p>LESSON 11.THE UNITARIAN WORKERS' REPRESENTATIVES IN THE ENTERPRISE. WORKS COUNCIL AND PERSONNEL DELEGATES. ELECTORAL PROCEDURE. OPERATING OF THE REPRESENTATIVE BODIES. THE REPRESENTATIVE MANDATE. COMPETENCES. GUARANTEES. THE RIGHT OF REPRESENTATION OF CIVIL SERVANTS.</p> <p>LESSON 12. THE UNION REPRESENTATIVE IN THE ENTERPRISE. STANDARDS. UNION SECTIONS: RIGHTS AND CONSTITUTION. UNION DELEGATES: DESIGNATION, RIGHTS AND GUARANTEES.</p> <p>LESSON 13. THE RIGHT OF ASSEMBLY. LEGAL REGULATION. PROCEDURE AND LIMITATIONS.</p>  |

| Planning                       |  |                                      |                               |             |
|--------------------------------|--|--------------------------------------|-------------------------------|-------------|
| Methodologies / tests          | Competencies / Results                               | Teaching hours (in-person & virtual) | Student?s personal work hours | Total hours |
| Guest lecture / keynote speech | A1 A13 A31   | 22.5                                 | 45                            | 67.5        |
| Seminar                        | A14 A20 A27 A30<br>A33 A35 B2 B5 B9<br>B12 B13 C1 C8 | 22.5                                 | 22.5                          | 45          |
| Events academic / information  | B2 B6 B12 C4 C7 C8                                   | 24                                   | 0                             | 24          |
| Objective test                 | A1 A13 A14 A31 B12<br>C1                             | 2                                    | 0                             | 2           |
| Personalized attention         |  | 11.5                                 | 0                             | 11.5        |



(\*The information in the planning table is for guidance only and does not take into account the heterogeneity of the students.

| Methodologies                  |   |
|--------------------------------|---|
| Methodologies                  | Description   |
| Guest lecture / keynote speech | Oral presentation in English and Castelán, complemented by the use of media and the introduction of some questions to the students, in order to impart knowledge and facilitate learning. The master session is also known as "conference", "expository method" or "lecture". This last method is usually reserved for a special type of lesson taught by a teacher on special occasions, with a content which is an original drawing from the almost exclusive use of the word as a means of transmitting information to the audience  |
| Seminar                        | Practical part of the contents exposed to the whole group in the master session, with key support in the use of Internet. It is a type class "seminar" for each class type "master session". The group is divided into two  |
| Events academic / information  | Mandatory participation in activities organized and / or supported by the Faculty, with the intervention of Spanish and foreign extraordinary professors and can even be selected to present a scientific paper.  |
| Objective test                 | Written test used for the evaluation of learning, whose distinctive feature is the ability to determine if the answers are correct or not. It is a measuring instrument, rigorously developed, designed to measure knowledge, abilities, skills, performance, attitudes, intelligence, etc.. It applies both for diagnostic, formative and summative evaluation. The objective test may combine different types of questions: multiple choice, management, short answer, of discrimination, of complete and / or association. Also can build with a single type of any of these questions |

| Personalized attention   |   |
|--|---|
| Methodologies  | Description   |
| Guest lecture / keynote speech<br>Seminar<br>Events academic / information<br>Objective test | Obviously, the teacher is available to each and every one of the students in the treatment and resolution of problems that may arise in relation to the topics discussed to these problems. in master sessions and seminars, in order to channel more individually the solutions to these problems. |

| Assessment                     |  |   |               |
|--------------------------------|--|---|---------------|
| Methodologies                  | Competencies / Results                               | Description   | Qualification |
| Guest lecture / keynote speech | A1 A13 A31   | Objective evaluation of attendance and active participation of students in sessions by different tools proposed by the teacher.                             | 10            |
| Seminar                        | A14 A20 A27 A30<br>A33 A35 B2 B5 B9<br>B12 B13 C1 C8 | Resolution of different practical cases proposed by the teacher in the sessions and development of a report thereon   | 30            |
| Events academic / information  | B2 B6 B12 C4 C7 C8                                   | Active participation in the proposed events and given a report thereon, and the presentation of scientific papers on a given topic, those who are selected. | 20            |
| Objective test                 | A1 A13 A14 A31 B12<br>C1                             | Examination of the theoretical content of the course, consisting of short development questions, to be solved by the student at a given time.               | 40            |

| Assessment comments |
|---------------------|
|                     |



It is essential to achieve 50% of the grade for each one of the sections to evaluate to join the different methodologies in order to obtain an average mark end. Failure to achieve the minimum required in any of the methodologies, the student does not exceed the course. In this case, the evaluation will consist suspended in the ordinary call and may be reviewed at the July opportunity, where the evaluation methodology will be a single objective test amounting to 100% of the grade, both on theoretical and practical content of the program

Alternatively, students who can not make a regular monitoring of the subject, may choose to examine 100% of its rating by an objective test end.

Failure to achieve 50% of total grade on that test, the assessment will consist suspended in the ordinary call and may be reviewed at the July opportunity, where the evaluation methodology will be a single objective test amounting to 100% of qualification, versando both on theoretical and practical content of the program.

All students shall contain a prominent notice sending an email to the professor if they choose to CONTINUOUS EVALUATION or FINAL EXAM. If not given within fifteen days after the start of the academic year, is understood to opt for the FINAL EXAM. The choice is final and irreversible for the call in progress.

## Sources of information

|                      |   |
|----------------------|---|
| <b>Basic</b>         | <ul style="list-style-type: none"> <li>- Sala Franco, T. (2017). Derecho Sindical. Tirant Lo Blanch</li> <li>- Martínez Girón, J. y Arufe Varela, A. (2006). Derecho del Trabajo. A Coruña. Netbiblo</li> <li>- Martínez Girón, J. y Arufe Varela, A. (2016). Derecho Crítico del Trabajo. A Coruña, Netbiblo</li> <li>- Vizcaino Ramos, I. y Rodriguez Martín Retortillo, R. (Coordinadores) (2010). Estudios Comparatistas sobre Derecho Deportivo del Trabajo (Masculino, Femenino y Mixto). A Coruña, Netbiblo</li> </ul>   |
| <b>Complementary</b> | <ul style="list-style-type: none"> <li>- Rodriguez Piñero (Coordinador) (). Comentarios a la LOLS. Madrid. E. Tecnos</li> <li>- García Abellan, J. (). Curso de Derecho Sindical. Universidad de Murcia</li> <li>- Alonso Oleaa, M. y Casas Baamonde, M<sup>a</sup> E. (). Derecho del Trabajo. Madrid. E. Civitas.</li> <li>- Montoya Melgar, A. (). Derecho Social Europeo. Madrid. E. Tecnos</li> <li>- Tuñón de Lara, M. (). El Movimiento Obrero en la Historia de España. Barcelona. Laia</li> <li>- Gilles Martinet (). Siete Sindicalismos. Madris. Ministerio de Trabajo y SS</li> </ul> |

## Recommendations

### Subjects that it is recommended to have taken before

Practicals: Employment Law and Social Security/660G01031

Employment Tribunals/660G01032

### Subjects that are recommended to be taken simultaneously

Employment Law I /660G01011

Industrial Sociology/660G01017

### Subjects that continue the syllabus

Introduction to Law/660G01001

Basic Computer Science/660G01005

Corporate and Cooperative Law/660G01006

Contemporary Social and Political History /660G01009

Theory of Industrial Relations /660G01010

### Other comments

In the Resource section, all the bibliography and recommended legislation, must be the last edition published

(\*The teaching guide is the document in which the URV publishes the information about all its courses. It is a public document and cannot be modified. Only in exceptional cases can it be revised by the competent agent or duly revised so that it is in line with current legislation.