

BUS 272 E, Industrial Relations

3 Credits, 16 weeks, 3 hours

Official course description

Dealing with the interaction of unions and employers in the framework of collective bargaining, this specialized Human Resource Management course focuses on the three key activities included in the Industrial Relations system: union certification, contract negotiations and grievance administration. Additional topics include the evolution of labour law, the structure and development of the Canadian labour movement, and industrial relations in the public sector. The course makes use of case discussions and bargaining simulation exercises in addition to the lecture/discussion method.

Prerequisites and/or co-requisites

None

Instructor

Gerri Rondot

S113C

780-715-3918

gerri.rondot@keyano.ca

Office hours

Tuesday 9 am - 10 am

Wednesday 5 pm - 6:30 pm

Thursday 5 pm - 6:30 pm

Friday 10 am - 11 am

Required Resources

McQuarrie, Fiona A. E., (2011) *Industrial Relations in Canada, Third Edition*, John Wiley and Sons Canada Ltd., Mississauga, Ontario.

Course Outcomes

Upon completion of the course the student should be able to:

- Learn the differences in unionization rates between industries, provinces, genders and education levels and recognize why they are appropriate;
- Recall the differences in the structure of work between the 15th Century to Present day;
- Breakdown the steps in organizing a campaign to unionize;
- Identify practices that are considered bargaining in good faith; and

- Actively participate in a collective bargaining simulation, either as a union or management representative.

Evaluation

Active Learning & Attendance	25%
Simulation	25%
Mid-Term Examination	25%
Final Examination	<u>25%</u>
Final Class Mark	<u>100%</u>

The minimum standard for passing this course is a grade of 50%.

- **ACTIVE LEARNING and ATTENDANCE:** Active learning means that you take responsibility for your learning **and** help others to learn about the material. This includes preparing for class, listening to others in class and responding constructively, raising questions about the material being discussed, participating in discussions and bringing relevant newspaper and magazine articles to the attention of your classmates and the instructor.
- **SIMULATION:** Using the debate format, students will have the opportunity to explore the different sides of union negotiation – Management & Union – in order to come to an agreed upon contract. More specific instructions will be provided closer to the close of the course.
- **EXAMINATIONS:** Over the course of the semester you will write two examinations. The purpose of these exams is to assess your knowledge of the breadth of material in this course. The Midterm Examination will consist of a combination of questions (multiple choice, short-answer, among others) and you will have the entire class to complete it. The format of the Final Examination will be similar to the Midterm. Failure to achieve a minimum weighted average of 50% on examinations will result in a failing grade (F). A grade below 50% on the final exam will result in a failing grade (F) in the course.

Authorization

This course outline has been reviewed and approved by the Program Chair.

Gerri Rondot, Instructor

Gina Langager, Chair

Date Authorized

Guy Harmer, Dean

Date Authorized

Signed copies to be delivered to:

Gerri Rondot
Registrar's Office

Proposed Schedule

WEEK	TOPIC	CHAPTERS / SECTIONS
1	Introduction to Industrial Relations in Canada	Chapter 1
2	Theories of Industrial Relations History of the Canadian Union Movement	Chapters 2 & 3
3	Structure of Canadian Unions	Chapter 4
4	The Organizing Campaign	Chapter 5
5	Establishing Union Recognition	Chapter 6
6	Midterm Exam – October 10, 2012	
7	Defining and Commencing Collective Bargaining The Collective Bargaining Process	Chapters 7 & 8
8	Strikes and Lockouts	Chapter 9
9	Third-Party Intervention during Negotiations	Chapter 10
10	Grievance Arbitration Process	Chapter 11
11	Simulated Bargaining Activity – November 14, 2012	
12	Changes to the Union or Employer	Chapter 12
13	Future Issues in Industrial Relations	Chapter 13
14	Conclusion and Final Exam Review	
15 & 16	Final Exam Period – Exam TBA	