

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

Jason Schulz
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Hours of Instruction

Thursday, 6:30 – 9:30 PM, Clearwater Building, Room 233

Office hours

Monday, 8-8:50 AM, 11-11:50 AM
Tuesday, 2-2:50 PM
Thursday, 2-2:50 PM
Friday, 9-9:50 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:

- Discuss the differences in unionization rates between industries, provinces, genders and education levels;
- List differences in the structure of work between the 15th Century and Present;
- Describe the steps in organizing a campaign and discuss potential difficulties that may be experienced;
- Identify practices that are considered bargaining in bad faith. List and explain potential remedies to these practices; and
- Actively participate in a collective bargaining simulation, either as a union or management representative.

Evaluation

Active Learning & Attendance	10%
Assignments (2 assignments x 15% each)	30%
Mid-Term Examination	25%
Final Examination	<u>35%</u>
Final Class Mark	<u>100%</u>

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

Grading System

Descriptor	Alpha Grade	4.0 Scale	Percent
Excellent	A+	4.0	> 93.9
	A	4.0	87 - 93.9
	A-	3.7	80 - 86.9
Good	B+	3.3	77 - 79.9
	B	3.0	74 - 76.9
	B-	2.7	70 - 73.9
Satisfactory Progression	C+	2.3	67 - 69.9
	C	2.0	64 - 66.9
	C-	1.7	60 - 63.9
Poor	D+	1.3	57 - 59.9
Min Pass	D	1.0	50 - 56.9
Failure	F	0.0	< 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 online discussions and bringing relevant newspaper and magazine articles to the attention of your classmates and the instructor. In addition, students will lose 2% from their attendance grade for every class missed; however, each student is entitled to one absence without penalty. Students who arrive after the initial 10 minutes of class or leave before the class is completed will be marked absent in the process.
- **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.
- **ASSIGNMENTS:** There are two assignments totaling 30% (2 x 15% each) of your final grade. The first assignment will involve increasing your knowledge of a union with representation in Fort McMurray, the other will involve a simulated collective bargaining activity. All assignments are to be submitted at the beginning of the class indicated. Late assignments will receive a score of 0%.
- **Students will refrain from using mobile devices in class.** Students who choose to do so during class will be asked to leave.

Proposed Schedule

WEEK	WEEK OF	TOPIC	CHAPTERS / SECTIONS
1	Sept. 1	Introduction to Industrial Relations in Canada	Chapter 1
2	Sept. 8	Theories of Industrial Relations History of the Canadian Union Movement	Chapters 2 & 3
3	Sept. 15	Structure of Canadian Unions	Chapter 4
4	Sept. 22	The Organizing Campaign	Chapter 5
5	Sept. 29	Establishing Union Recognition Union Representation Activity due October 2, 2014	Chapter 6
6	Oct. 6	Midterm Exam – October 9, 2014	
7	Oct. 13	Defining and Commencing Collective Bargaining The Collective Bargaining Process	Chapters 7 & 8
8	Oct. 20	Strikes and Lockouts	Chapter 9
9	Oct. 27	Third-Party Intervention during Negotiations	Chapter 10
10	Nov. 3	Grievance Arbitration Process	Chapter 11
11	Nov. 10	Simulated Bargaining Activity – November 13, 2014	
12	Nov. 17	Changes to the Union or Employer	Chapter 12
13	Nov. 24	Future Issues in Industrial Relations	Chapter 13
14	Dec. 1	Final Exam Review Simulated Bargaining Assignment Due December 4, 2014	
15 & 16	Dec. 8-19	Final Exam Period – Exam TBA	