

## **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**

Instructor Name: Jose Areekadan

Office location: S111A

Phone number: 780-791-8937

[jose.areekadan@keyano.ca](mailto:jose.areekadan@keyano.ca)

### **Office Hours**

Monday 1100 to 1200 and 1700 to 1800;

Wednesday 1200 to 1300 and 1700 to 1800; and

Friday 1000 to 1100.

### **Hours of Instruction**

Wednesday 1830 to 2130 S225

### **Required Resources**

McQuarrie, Fiona A. E., (2015) *Industrial Relations in Canada, Fourth 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.....	5%
Assignments (2 assignments x 15% each).....	30%
Mid-Term Examination.....	30%
Final Examination.....	35%
<b>Final Class Mark.....</b>	<b><u>100%</u></b>

## Performance Requirements

### 1. Student Attendance

Class attendance is useful for two reasons. First, class attendance maximizes a students' learning experience. Second, attending class is a good way to keep informed of matters relating the administration of the course (e.g., the timing of assignments and exams). Ultimately, you are responsible for your own learning and performance in this course. Please refer to the Credit Calendar for current regulation.

It is the responsibility of each student to be prepared for all classes. Students who miss classes are responsible for the material covered in those classes and for ensuring that they are prepared for the next class, including the completion of any assignments and / or notes that may be due.

### 2. Academic Misconduct (refer to the Current Credit Calendar)

Students are considered to be responsible adults and should adhere to principles of intellectual integrity. Intellectual dishonesty may take many forms, such as:

- 2.1. Plagiarism or the submission of another person's work as one's own
- 2.2. The use of unauthorized aids in assignments or examinations (cheating)
- 2.3. Collusion or the unauthorized collaboration with others in preparing work
- 2.4. The deliberate misrepresentation of qualifications
- 2.5. The willful distortion of results or data
- 2.6. Substitution in an examination by another person

Penalties for academic offences may range from a verbal reprimand to dismissal from the College, and in certain circumstances may involve legal action.

### 3. Accommodation for Students with Disabilities

The College will provide reasonable accommodation to students with disabilities in order to promote academic success. If you require accommodation, contact the Learner Assistance Program Office at 792-5608 to initiate the process for documenting, assessing and implementing your individual accommodation needs. In addition, tutoring services are available at the SKILL Centre (Room 119).

**BUS 272E Course Agenda****Fall 2015**

<b>Week</b>	<b>Topic</b>	<b>CHAPTER ASSIGNMENTS</b>	<b>Dates</b>
WEEK 1	Intro to Industrial Relations	Chapter 1	Sept 2
WEEK 2	Industrial Relations Theory	Chapter 2	Sept 9
WEEK 3	Canadian Union History	Chapter 3	Sept 16
WEEK 4	Canadian Union Structure	Chapter 4	Sept 23
WEEK 5	Organizing Campaign	Chapter 5	Sept 30
WEEK 6	Union Recognition	Chapter 6	Oct 7
WEEK 7	<b>MIDTERM</b>	Chapters 1 - 6	Oct 14
WEEK 8	Collective Bargaining	Chapter 7	Oct 21
WEEK 9	Strikes and Lockouts	Chapter 8	Oct 28
WEEK 10	3 <sup>rd</sup> Party Negotiations	Chapter 9	Nov 4
WEEK 11	Remembrance Day – NO CLASSES		Nov 11
WEEK 12	Grievance and Arbitration	Chapter 10	Nov 18
WEEK 13	Changes to Union/Employer	Chapter 11	Nov 25
WEEK 14	Future for Industrial Relations	Chapter 12	Dec 2
WEEKS 14 & 15	<b>FINAL EXAM</b>	Chapters 7-12	TBA

**Authorization**

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

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Jose Areekadan, Instructor

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Gina Jackson, Chairperson

Date Authorized

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Guy Harmer, Dean

Date Authorized

**Signed copies to be delivered to:**

Instructor  
Registrar's Office