

LABOUR RELATIONS

HURS6007

Course Outline (online)

Description:

This course provides students with an introduction to the human resource management implications of the complex and changing field of labour relations. This course enables you to explore the history, current status and challenges of labour relations, as well as look at directions and possibilities for the future. Looking at the establishment and maintenance of bargaining rights, contract negotiations and the administration of collective agreements, this course will provide insight into the effects of union on union and non-union organizations.

Course Goals:

1. Develop an understanding of the origins of the labour movement and the progression of labour in Canadian society.
2. Define and develop an understanding of labour relations in the context of human resource management and how it relates to the economic, social, technological, political and legal environments.
3. To provide participants with an understanding of the current and future relationships between labour and management

Course Objectives:

1. Examine the membership, structure and governance of unions as well as to develop an understanding of the establishment, continuation and termination of union bargaining rights.
2. Develop an understanding of the key issues related to business process, work environment, the collective agreement and current labour/employment legislation.
3. Develop an understanding of the collective agreement negotiation process as well as various approaches to labour-management relations.
4. Explore and critique collective agreement contract disputes as well as the role of strikes, lockouts and conflict resolution in a unionized setting.
5. Identify and consider the importance of the public sector and the role of labour relations in the public sector.
6. Identify and consider the future opportunities and implications for current and new relationships between labour and management.

Online format:

Due to COVID 19, the format of this course will be facilitated and materials posted online. Virtual touchpoints during the course will be conducted using the Zoom platform. The materials covered in these discussions may also be included in tests and your final exam. These sessions will be recorded and posted on-line. Your participation during these touchpoints will also form part of your overall participation

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grade. In order to gain maximum participation marks, your online contributions and postings should:

- Add substantive new thoughts to discussions
- Explore and analyze alternative perspectives
- Be supported with references to the text and other resources
- Ask probing questions to further a discussion

More specific guidelines surrounding grading for online participation is detailed below in the under the heading of Online Participation Grading Chart.

**** Your postings should also be timely. Leaving your insights or thoughts until late in the semester will be taken into consideration when participation grades are assigned.**

Texts:

TBA

Evaluation:

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|--------------------------------|-----|
| Participation: | 15% |
| Assignment 1 | 20% |
| Test Evaluation (2 x 15% each) | 30% |
| Final Examination | 35% |

Participation Online – 15% of final grade:

15% - Online participation

Online Participation will be assessed based on individual contributions and team discussions. Evidence of participation will include use of examples from experience or evidence from the text or additional evidence found through personal research into academically sound sources. Virtual touchpoint attendance will be taken into account.

Assignment 1 – 20% of final grade:

There will be an individual assignment on a topic selected by the student with insights provided by the Instructor. Further details of the assignment including topic suggestions, due dates and requirements will be posted in the online assignment forum.

The purpose of this assignment will be to research and analyze an area of labour relations in depth and reflect on current issues and trends related to the selected topic.

Test Evaluation – 30% of final grade: (2 x 15%)

There will be two online exams taking into consideration the content. Dates of the examinations will be posted online.

Final Examination – 35% of final grade:

The final examination will also be done on-line within a specified date and timeframe. In order to pass the course, a passing grade (minimum of 50%) on the final exam is required.

Notes on assignments (papers and reports):

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- Must be academic in style and content
- Must have a clear focus
- Must present ideas in a logical and well thought-out flow
- Arguments, analysis and conclusions must be based on clearly identified research and sources
- Must cite all references from other sources
- Must be in paragraph format
- Must be double-spaced, and typewritten

Grading:

| | | |
|----|----------|-----------------------------------------------------------------|
| A+ | 90-100 | One could scarcely expect better from a student at this level |
| A | 80-89 | Superior work which is clearly above average |
| B | 70-79 | Good work, meeting all requirements, and eminently satisfactory |
| C | 60-69 | Competent work, meeting requirements |
| D | 50-59 | Fair work, minimally acceptable |
| F | below 50 | Fail |

****Please note: a minimum overall grade average of 70% is required, with no individual course grade lower than 65% to complete the Diploma in Human Resources. Students must obtain an average of 70% in all ten required courses with no individual course grade below 65% to progress to practicum.**

Online Participation Grading Chart:

The following chart will act as a guide for assessing student participation in an online course.

| Grade | Criteria |
|-------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 9-10 | <p>The student participates frequently, providing relevant responses more than 30 times spread evenly over the length of the course.</p> <p>Replies to discussion questions, instructor comments as well as the responses of other students in a positive and critical manner.</p> <p>The student responds in a timely manner (allowing enough time for fellow students to respond, and not posting on the last day of the unit).</p> <p>Responses are of a high quality, an obvious effort has been made to research the answer. Responses offer new perspectives on course material and spark discussion amongst the class.</p> |
| 7-8 | <p>The student participates consistently, providing relevant responses 20-30 times over the length of the course.</p> <p>The student responds in a timely manner (allowing enough time for fellow students to respond, and not posting on the last day of the unit).</p> <p>The student offers new ideas and responds to the contributions of others.</p> |
| 6 | <p>The student provides some relevant contributions, 15-20 times over the length of the course.</p> <p>The student responds before the end of the unit.</p> |

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- 5 The student occasionally offers new ideas and responds to others.
The student's contributions are inconsistent in both quality and timing, 10-15 times over the length of the course.
- The student's responses are not always on time.
- The student does not offer any new ideas, and responses to fellow students are few.
- 4 The student rarely provides contributions to the course, 5-10 times.
- The student does not always respond on time.
- The student has difficulty understanding the course content, and does not respond to the contributions of the other students.
- 0-3 The student provides little or no discussion, less than 5 times.
- Information is contributed only when asked to by the instructor, and responses are negative or disagreeable to the instructor/fellow students.
- Responses show little in the way of comprehension of course material. The responses are usually limited to "I agree", "Me too" or the like.

Policy on Cheating and Academic Misconduct:

Academic honesty is a cornerstone of conduct at Western University. We cannot have freedom of expression without integrity. Students are responsible for understanding the nature of and avoiding the occurrence of plagiarism and other academic offences; please refer to the section on "Scholastic Offences" in the current University Academic Calendar, or on the web at <http://www.westerncalendar.uwo.ca>. Such offences include plagiarism, cheating on an examination, submitting false or fraudulent assignments or credentials, impersonating a candidate, or submitting for credit in any course any academic work for which credit has previously been obtained or is being sought in another course in this University or elsewhere (without the knowledge and approval of the instructor to whom the work is submitted). Students enrolled in non-degree courses are expected to abide by the University's code of conduct.

Code of Student Conduct:

The purpose of the Code of Student Conduct is to define the general standard of conduct expected of students registered at Western University, provide examples of behaviour that constitutes a breach of this standard of conduct, provide examples of sanctions that may be imposed, and set out the disciplinary procedures that the University will follow. For the complete Code of Student Conduct: <http://www.uwo.ca/univsec/pdf/board/code.pdf>.

Plagiarism:

All required papers may be subject to submission for textual similarity review to the commercial plagiarism detection software under license to the University for the detection of plagiarism. All papers submitted will be included as source documents in the reference database for the purpose of detecting plagiarism of papers subsequently submitted to the system. Use of the service is subject to the licensing agreement, currently between Western University and Turnitin.com (<http://www.turnitin.com>).

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Statement on Professionalism:

Students enrolled in this program are expected to maintain standards of professionalism consistent with those in the workplace. This includes absenteeism and lateness, appropriate attire, use of technology during class, and your overall demeanour, especially when giving presentations, going on site visits, or hearing from guest speakers. Please consult your instructor if you require clarification on these standards and their interpretation for a specific course.

How often will the instructor communicate with me?

Communication to the instructor is preferred through the personal contact information provided. I am available for students via phone, text or email. Video conference meetings can also be set up with some advanced notice.

Policy on Late Assignments:

Late assignments will be given a 5% per day deduction, including weekends, up to a maximum of 7 days, after which assignments will not be accepted and a grade of zero will be assigned unless documentation for accommodation has been provided in advance.

Tests and Exams:

Tests and examinations in this course will be conducted using the remote proctoring service, Proctortrack. By taking this course, you are consenting to the use of this software and acknowledge that you will be required to provide **personal information** (including some biometric data) and the session will be **recorded**. More information about this remote proctoring service is available in the Online Proctoring Guidelines at the following link: <https://www.uwo.ca/univsec/pdf/onlineproctorguidelines.pdf>.

Completion of this course will require you to have a reliable internet connection and a device that meets the technical requirements for this service. Information about the technical requirements are available at the following link: <https://www.proctortrack.com/tech-requirements/>.

Requesting Academic Accommodation

We recognize that, from time-to-time, and for varied reasons, students may require accommodation for assignments, tests, or other academic responsibilities. The following information should be used as a guideline for you to balance fairness with personal accountability as you work to fulfill course and program requirements. If you have any questions about these details, please contact the Program Manager.

- If you have disability-related accommodation needs, [Services for Students with Disabilities \(SSD\)](#) plays a central role in Western's efforts to ensure that its academic programs are accessible for students with disabilities at the graduate and undergraduate levels. SSD arranges academic accommodation for classes, exams, internships and other course or program activities. To request academic accommodation for medical/disability-related needs, contact SSD to meet with a counsellor to discuss your accommodation needs as soon as possible. SSD can be reached at 519-661-2147 or ssd@uwo.ca. *Note that accommodation from previous studies does not transfer to Diploma/Certificate programs.*
- If you require accommodation for other human-rights based needs, please contact your instructor directly with your accommodation request.
- Approval of non-medical or non-human rights based accommodations is at the discretion of course instructors, who may consult with the Program Manager in some circumstances.
- If you require accommodation for a short-term medical issue, please follow the [Accommodation for Illness – Undergrads](#) policy available through the Academic Policies section of the [University](#)

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[Secretariat website](#). You may also contact the Program Manager directly for assistance with this policy.

When will I receive my grades?

Assignments and exams will be marked, and the grades available, as soon as possible after they are due. Final grades will be available within two weeks after the last scheduled day of the course and can be viewed through the Student Centre account <https://student.uwo.ca>.

Students taking this course for professional development or as a sample course prior to apply to the program can print a grade report from myWCS.

How do I hand in assignments?

All assignments will be submitted electronically through OWL using the assignment tool. Failure to meet deadlines without the instructor's written permission will be subject to the late assignment policy. It is the student's responsibility to ensure that all assignments forwarded to the instructor arrive before the due date. If you experience difficulty in submitting assignments through OWL, you are responsible for contacting the instructor and arranging an alternate method of delivery (e.g. e-mail attachment) for the assignment.

Course Schedule:

| Unit | Topic | Required Reading | Action Items to do |
|------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------|
| 1 | Class orientation / introduction Introduction to Industrial Relations | Chapter 1 Termination case analysis | Zoom touchpoint Discussion Questions |
| 2 | The Environment & Management of Industrial Relations | Chapter 2 | On-line Materials posted Forum Questions |
| 3 | Union History & Structure | Chapter 3 & 4 | Zoom touchpoint Guest Speaker- Union Perspectives Discussion Questions |
| 4 | Union Actions & Impacts | Chapter 5 | On-line Materials posted Forum Questions |
| 5 | Employment Legislation Workshop: Assessing mitigating and aggravating factors for termination – Cases to be read in advance. Seminar: How to conduct Workplace Investigations | Chapter 6 | Zoom touchpoint Discussion Questions Online Test #1 Chapters 1-6 (available for specified time frame) |

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| 6 | The Legal Context of Labour Relations & Collective Bargaining | Chapter 7 & 8 | On-line materials will be posted Forum Questions |
| 7 | Collective Bargaining Structure & Processes | Chapter 9 | Zoom touchpoint Guest Speaker Discussion Questions |
| 8 | The Collective Agreement | Chapter 10 | Zoom touchpoint Guest Speaker Discussions Questions |
| 9 | Strikes, Lockouts & Dispute Resolution | Chapter 11 | On-line materials posted INDIVIDUAL ASSIGNMENT DUE Forum Questions |
| 10 | Grievances: Function, Resolution & Prevention | Chapter 12 | On-line Materials to be posted Forum Questions |
| 11 | Industrial Relations Around the World | Chapter 13 | Zoom touchpoints Final Exam Review Discussion Questions Online Test #2 (Chapters 7-13) |
| 12 | Key Themes and Frameworks for the Future | Chapter 14 | On-line Materials to be posted Forum Questions |
| 13 | Final Examination | The final exam will cover key learning objectives from the entire course | Will be completed on-line-specified timeframe for completion |

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