

Introduction to Labour Relations

LREL 6001

Course Outline

Description:

Labour relations is a dynamic, complex and changing field. 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. This course is of particular interest to managers, human resource practitioners and union representatives.

Course Goals:

1. To enable participants to develop an understanding of the history of the labour movement and its role in society.
2. To enable participants to develop an understanding of the differing and shared perspectives of labour and management.
3. To provide participants with a framework for considering models for current and future relationships between labour and management.

Course Objectives: At the completion of this course, the student will be able to:

1. Examine the history of the labour movement, and how it has affected the current state of the relationship between labour and management.
2. Examine the significance of the changing world of work.
3. Develop an understanding of the key issues related to business process, work environment, union constitution and by-laws, the collective agreement and current labour/employment legislation.
4. Examine and critique various approaches to labour-management relations.
5. Discuss implications for the future of the relationship between labour and management in terms of trends and issues in the larger industrial context.
6. Identify and consider opportunities and implications for new and innovative relationships between labour and management.

Evaluation:

Participation: 30%

Assignment 1: 20% Literature review on selected topic

Assignment 2: 20% Court/Arbitration Case Analysis

Assignment 3: 30% (assigned in place of a final exam)

Total: 100%

- Assignment 1 is a literature review on a topic chosen by the student which has a direct relationship to labour-management issues being studied in the course. The student must select, review and analyze five (5) articles or texts on the selected topic and provide a paper which presents a premise or thesis and a reasoned analysis of the content relative to the thesis. Proper bibliographic referencing must be used.
- Assignment 2 is a critical analysis of a court case or arbitration award which has had significant impact on a labour/management issue. The student must select, review and analyze the case, including treatment in lower and higher courts, and must present a critique of the case and commentary on the impact of the decision. **Note: the topic of this case must differ from the selected topic in Assignment 1.**
- Assignment 3 asks you to do the following: referring to what you have learned in the course, identify a labour relations or employment relations issue in workplace and described how you would alter it.

Assignments can be written in either Chicago Style or APA formats.

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>).

Course Schedule:

Date2	Unit	Readings	Assignments
Week 1	Unit 1: An Introduction to Industrial Relations in Canada	Chapter 1	Discussion Questions
Week 2	Unit 2: Theories of Industrial Relations	Chapter 2	Discussion Questions Case 2.1 -2 questions
Week 3	Unit 3: History of the Canadian Union Movement	Chapters 3	Discussion Questions Case 4.1 -2 questions
Week 4	Unit 4: The Structure of Canadian Unions	Chapter 4	Discussion Questions Case 5.1 -2 questions Assignment 1 is due
Week 5	Unit 5: The Organizing Campaign	Chapter 5	Discussion Questions Case 6.1 -2 questions
Week 6	Unit 6: Establishing Union Recognition	Chapters 6	Discussion Questions Case 7.1 -2 questions
Week 7	Unit 7: Defining and Commencing Collective Bargaining	Chapter 7	Discussion Questions Case 9.1 -2 questions
Week 8	Unit 8: The Collective Bargaining Process	Chapter 8	Discussion Questions Case 10.1-2questions Assignment 2 is due
Week 9	Unit 9: Strikes and Lockouts	Chapter 9	Discussion Questions Case 11.1 -2 questions
Week 10	Unit 10: Third-Party Intervention during Negotiations	Chapter 10	Discussion Questions Case 12.1 -2 questions

Week 11	Unit 11: The Grievance Arbitration Process	Chapter 11	Discussion Questions Case 13.1 -2 questions
Week 12	Unit 12: Changes to the Union or the Employer	Chapter 12	Discussion Questions Assignment 3 is due
Week 13	Future Issues for Workers, Work Arrangements, Organizations, and the Industrial Relations System	Chapter 13	

For complete unit details please consult the course unit section in OWL.