

Western Continuing Studies

Introduction to Labour Relations

WCIM 6205

Course Outline (in-class)

Description:

This course provides an overview of the field of labour relations; participants will examine the history, current status and directions for the future. The course is designed to be a foundational course in employment/labour law and labour relations, and covers a broad spectrum of these multi-disciplinary fields including how it relates to both unionized and non-unionized environments as well as the private and public sectors.

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 now and for the future of the relationship 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. Develop an understanding of the key issues related to business process, work environment, union constitution and by-laws, the collective agreement and current labour legislation.
3. Examine the significance of the changing world of work.
4. Discuss implications for the future of the relationship between labour and management in terms of trends and issues in the larger industrial context.
5. Identify and consider opportunities and implications for new and innovative relationships between labour and management.
6. Examine and critique various interest-based and traditional approaches to labour-management relations.

UWO Labor Relations in Context:

The labour movement in Canada, and indeed across North America, is increasingly a public sector movement. Union density in public sector workplaces is quite high in relation to the private sector. However, public sector institutions like universities have had to grapple with significant economic and demographic change in the past twenty years. The University of Western Ontario is representative of this trend, and the experiences that you have had with these changes – whether you are in a unionized or a

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non-unionized role – reflect the challenges and the possibilities for public sector labour relations in the future.

Instructor:

I have served as a local union officer for several years, and have also taught labour relations/education courses for three other post-secondary institutions. My Ph.D. is in North American labour and working-class history from York University. While I am the instructor in this course I nonetheless hope that this will be a reciprocal experience that involves us learning from each other. I encourage you to express yourselves as openly as possible while also remembering to respect the views of others in the class.

Texts:

TBA

Evaluation:

- Participation: 20%
- Assignment 1: 25%
- Assignment 2: 30%
- Final Exam: 25%

Assignments:

- 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.

Notes on assignments (papers and reports):

- 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
- Must follow APA style

Grading:

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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

Participation Grading Chart:

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

Grade	Criteria
9-10	The student participates frequently, providing relevant responses and over the length of the course actively replies to discussion questions, instructor comments, and other students in a positive manner that demonstrates critical thinking skills; the responses often offer new perspectives on course material and spark discussion.
7-8	The student participates consistently, providing relevant responses and over the length of the course actively offers new ideas and responds to the contributions of others.
6	The student provides some relevant contributions and occasionally offers new ideas.
5	The student's contributions are inconsistent in both quality and relevance. The student does not offer any new ideas, and responses to fellow students are few.
4	The student rarely participates, rarely provides responses, and rarely responds to the comments and contribution of others. The student is rarely involved in group or class discussions.
0-3	The student never participates, does not respond to the comments or contributions of others, and does not offer their opinion or ideas. The student only contributes when specifically asked by the instructor.

Policy on Cheating and Academic Misconduct:

Academic honesty is a cornerstone of conduct at The University of Western Ontario. 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

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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>).

Policy on Late Assignments:

Late assignments will be assessed a 2% per day deduction, including weekends, up to a maximum of 14 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.

When will I receive my grades?

Assignments will be marked, and the grades available, as soon as possible after they are due. Final grades will be available within 2 weeks after the last scheduled day of the course.

Course Schedule:

Week 1: Introduction to Industrial Relations, Chapter 1

Week 2: Theories of Industrial Relations and History of Canadian Labour, Chapters 2 and 3

Week 3: The Structure of Canadian Unions, Chapter 4

Week 4: The Organizing Campaign and Establishing Union Recognition, Chapters 5 and 6

Week 5: Defining and Commencing Collective Bargaining, Chapter 7 (Assignment One due)

Week 6: The Collective Bargaining Process, Chapter 8

Week 7: Strikes and Lockout, Chapter 9. Collective Bargaining Preparation.

Week 8: Collective Bargaining Simulation

Week 9: Third-Party Intervention during Negotiations and The Grievance Arbitration Process, Chapters 10 and 11

Week 10: Changes to the Union or the Employer, chapter 12 (Assignment Two due)

Week 11: Future Work Issues, chapter 13

Week 12: Exam Review

Week 13: Final Exam

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