

Introduction to Labour Relations

WCIM 6205

Course Outline

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

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

Evaluation:

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

Total: 100%

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

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 The University of Western Ontario, 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/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

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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 The University of Western Ontario and Turnitin.com (<http://www.turnitin.com>).

Course Schedule:

WK 1: Introduction to Industrial Relations, Chapter 1

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

WK 3: The Structure of Canadian Unions, Chapter 4

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

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

WK 6: The Collective Bargaining Process, Chapter 8

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

WK 8: Collective Bargaining Simulation

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

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

WK 11: Future Work Issues, chapter 13

WK 12: Exam Review

WK 13: Final Exam