

## Introduction to Labour Relations

LREL6001

### Course Outline (online)

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#### 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: 20%

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Assignment 1: 25% Literature review on selected topic

Assignment 2: 25% 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 your workplace and described how you would alter it.

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

## 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

## 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 35 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>
7-8	<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> <p>The student participates consistently, providing relevant responses 30-35 times over the length of the course.</p>

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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).

- 6 The student offers new ideas and responds to the contributions of others.  
The student provides some relevant contributions, 15-20 times over the length of the course.

The student responds before the end of the unit.

- 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.

- 4 The student does not offer any new ideas, and responses to fellow students are few.  
The student rarely provides contributions to the course, 5-10 times.

The student does not always respond on time.

- 0-3 The student has difficulty understanding the course content, and does not respond to the contributions of the other students.  
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

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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>).

## How often will the instructor communicate with me?

I will login to the course once a day, unless otherwise specified in course announcements.

## Policy on Late Assignments:

Assignments may be submitted up to midnight of due dates to be considered “on time”. Late assignments result in 2% per day grade 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.

## When will I receive my grades?

Final grades will be available 2 weeks after the last scheduled day of the course. A grade report can be printed 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	Assignments
Unit 1: An Introduction to Industrial Relations in Canada	Discussion Questions
Unit 2: Theories of Industrial Relations	Discussion Questions Case 2.1 -2 questions
Unit 3: History of the Canadian Union Movement	Discussion Questions Case 4.1 -2 questions
Unit 4: The Structure of Canadian Unions	Discussion Questions Case 5.1 -2 questions

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Unit 5: The Organizing Campaign	Discussion Questions Case 6.1 -2 questions
Unit 6: Establishing Union Recognition	Discussion Questions Case 7.1 -2 questions
Unit 7: Defining and Commencing Collective Bargaining	Discussion Questions Case 9.1 -2 questions
Unit 8: The Collective Bargaining Process	Discussion Questions Case 10.1-2 questions
Unit 9: Strikes and Lockouts	Discussion Questions Case 11.1 -2 questions
Unit 10: Third-Party Intervention during Negotiations	Discussion Questions Case 12.1 -2 questions
Unit 11: The Grievance Arbitration Process	Discussion Questions Case 13.1 -2 questions
Unit 12: Changes to the Union or the Employer	Discussion Questions
Future Issues for Workers, Work Arrangements, Organizations, and the Industrial Relations System	

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

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