

SAULT COLLEGE OF APPLIED ARTS AND TECHNOLOGY

COURSE OUTLINE

INDUSTRIAL RELATIONS

BUS 306-4

Revised January 1978

1979

INDUSTRIAL RELATIONS

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Objective: To provide the student with a practical understanding of:

1. The History of Canadian Labour Relations
2. Labour Legislation
3. Union Organization
4. The Theory and Practice of the Art of Negotiation
5. Mediation and Arbitration
6. Contract Administration
7. The Industrial Relations System, as it relates to Canadian social, economic and political systems

Student Goals: The student will be expected to acquire the following skills and knowledge:

1. The significant steps in the development of Unionism in Canada.
2. The legal implications of the collective bargaining process in Canada, with particular reference to the Ontario Labour Relations Act.
3. Management philosophy vs. Union philosophy.
4. The establishment of the bargaining unit and the principles of bargaining power.
5. The administration and interpretation of contracts with specific reference to grievances.
6. Contract negotiation techniques.
7. The causes and effects of the Industrial Relations System.
8. An awareness and understanding of current Industrial Relations events eg. negotiations, strikes, settlements.

Method: Instruction will consist of lectures of key subjects, classroom discussion of topical news articles, discussion of assigned readings and cases, and a simulated contract negotiation.

Text: "The Practice of Industrial Relations" by David A. Peach and David Kuechle - McGraw-Hill Ryerson Ltd.

References:

1. Canadian Industrial Relations, a book of readings by S.M.A. Hameed, Butterworth and Co. (Canada) Ltd.
2. Selected cases (photocopied)
3. Ontario Labour Relations Act
4. Canadian Labour and Industrial Relations, by H.C. Jain McGraw-Hill-Ryerson.

Evaluation

Students will be evaluated on the following basis:

3 tests	60%
class participation	40%
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	100%

Class participation will include proper preparation for case assignments and the simulated contract negotiations as well as participation in classroom discussions on lecture material and topics of current interest.

Only one opportunity will be provided for the re-writing of tests marked "Incomplete". If a student is still "Incomplete" on the re-write, it will be required to attend the make-up period, unless substantial improvement is indicated by the end of the semester.

<u>Week</u>	<u>Subject</u>	<u>Assignment</u>
1	<u>Introduction to Labour Relations</u> - Union size and organization - Characteristics of the North American Labour movement - Internal and external factors affecting Industrial Relations	Text: Industrial Relations Read Chapter I Ref: Canadian Industrial Relations - pg.59 "Political Affiliation of the Trade Unions"
2	<u>History of Canadian Labour Relations</u> - 100 years of struggle a) Legal status of unions b) Ideology - International Unionism, Craft vs. Industrial organizations c) Public image d) Employer resistance e) Quebec	Text: I.R. read ch. 2 Case: Canadian Postal Negotiations ^{pgs. 287} Ref: C.I.R. ^{- 297.} Pg. 109 - "History and structure of the labour movement in Canada"
3	<u>Labour Legislation</u> - Historical development of Labour legislation - Provincial Labour Acts - Wartime legislation - Post-war Labour Acts - Canada	Text: I.R. read ch. 3 Lecture - Discussion Ref: C.I.R. pg. 71 - "The Law of Unfair Labour Practices" Labour Relations Act revised statutes of Ont. (handout) Current Unfair Practices per Financial Post. Working capitalism "give employees company stock"
3	<u>Union Organization</u> - The Bargaining Unit - Legal requirements for certification - Organizing techniques - Employer tactics	Text: read chapter 4 Lecture-Discussion Case: White Front Stores Inc. (handout) Ref: C.I.R. pg.157 "Certification of Bargaining Units"

<u>Week</u>	<u>Subject</u>	<u>Assignment</u>
4	<u>Negotiations</u> - Theory and Practice - Bargaining Structure - Bargaining Power - Preparation for Negotiations	Text: read chapter 5 pages 94-117 Lecture-Negotiations Cases: McDonald Containers Ltd (A)
5	<u>Negotiations (continued)</u> - The Bargaining Process	Case: McDonald Containers Ltd (B) (C) (D) (E)
6	<u>Negotiations (continued)</u> - Conciliation - Settlement	Case: McDonald Containers Ltd (F) (G) (H) (I)
7	- <u>The structure of Collective Bargaining (review)</u>	Ref: C.I.R. pg. 187 "The Structure of Collective Bargaining"
8	<u>Mediation</u>	Text: read chapter 6 pgs. 163-180 "Mediation" Case: The Katt Co. (A) pg. 57 Labour Relations by Wortman and Witteried. (handout)
	TEST #2	
9	<u>Contract Administration</u> - Discipline - Arbitration	Lecture-Discussion Text: pgs. 181-185 Ref: C.I.R. pg. 23 "Human Adjustment to Technological Change" (handout) Case: Alberta Oil pg. 185 (A) (B) and (C)
10	<u>Contract Administration</u> - Hours of work	Text: pgs. 195-197 Lecture-Discussion-"Hrs. of Work" Ref: C.I.R. pg. 321 "four day - 32 hour work week" Case: John Hamstead & Sons Ltd. pg. 198

<u>Week</u>	<u>Subject</u>	<u>Assignment</u>
10	Job Assignment & Job Classification	Text: pgs. 206-210 Case: R.G. Williamson Co. Ltd. pg. 210
11	Production Standards	Text: pgs. 214-217 Case: The Apex Case pg. 217
12	Incentives	
13	Contract Administration - Security - Union Tactics	Text: pgs. 221-225 Case: Port Erie Hydro pg. 225 Text: pgs. 235-238 Ref: C.I.R. pg. 359 "Administration of the Agreement" C.I.R. pg.30 "Work Stoppages"
14	REVIEW and The Current Labour Management Scene "A Collective Bargaining Simulation" Grievance Procedures Arbitration	Financial Post and Globe and Mail REO Manufacturing Case: Remark Manufacturing C (A) and (B) (handout) Text: pgs. 239-264 Case: Tidewater Industries Lt pg. 264 Case: Pierre Dery pg. 271
15	Building an Industrial Relations System	Text: pgs. 315-317 Discussion and Review Case: Darthom Industries (A) and (B)
	REVIEW	
	FINAL TEST	