

Sault College
of Applied Arts and Technology
sault ste. marie

Course Outline

COURSE OUTLINE
INDUSTRIAL RELATIONS
BUS 306-4

revised January, 1980

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INDUSTRIAL RELATIONS

BUS 306-4

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, economic conditions.

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.