

✓ Sault College
of Applied Arts and Technology
sault ste. marie

Course Outline

COURSE OUTLINE
INDUSTRIAL RELATIONS
BUS 306-4

revised JANUARY 1982
Prepared by: Phil Cunnington

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.

TEXT: CANADIAN INDUSTRIAL RELATIONS, by Frank Kehoe and Maurice Archer

REFERENCES:

1. Canadian Industrial Relations, a book of readings by S.M.A. Hameed, Butterworth and Co. (Canada) Ltd.
2. The Practice of Industrial Relations, by David A. Peach and David Kuechie - McGraw-Hill-Ryerson Ltd.
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	75%
Simulated Negotiations	15%
Class Participation	10%
	<u>100%</u>

TESTS:

The dates on which each test will be held will be announced approximately one week in advance. Each test will be of equal value.

CLASS PARTICIPATION:

Class Participation will include proper preparations for case assignments and the simulated contract negotiations as well as attendance and participation in classroom discussions.

IMPORTANT:

In order to successfully complete the course, a student must achieve an overall grade of 55%.

If an individual test performance is not satisfactory, the student will be assessed an Incomplete. In this event, the instructor has the discretion to allow the student to "make up" the work. Based on the attitude and participation of the student, the instructor may allow a student who has been assessed and Incomplete to do a "make up paper". The make up paper must be completed in a manner that is acceptable to the instructor within two weeks of the date that it is assigned. Please NOTE that the performance on the make up paper will NOT alter the original assessment of the individual test.

If a student is required to complete only one make up paper throughout the semester, that student will be allowed to continue with the mainstream of the class, provided that student's overall average is at least 55%.

If a student is required to complete two or three make up papers, that student must attend the College during the make up period at the end of each semester and complete a supplemental test based on the work covered throughout the semester. A final grade of "C" will be assigned to any student who successfully completes the make up period.

If a student is not permitted to do a make-up paper or, if a student is assigned a make-up paper but fails to submit it in satisfactory form by the scheduled completion date, that student will be assigned a REPEAT at the end of the semester and will not be allowed to attend the make-up period.

REMEMBER THE STUDENT WILL BE ALLOWED TO COMPLETE MAKE UP PAPERS AND ATTEND THE MAKE UP PERIOD ONLY AT THE DISCRETION OF THE INSTRUCTOR. THIS IS NOT A RIGHT BUT A PRIVILEGE.

ABOVE ALL, REMEMBER IF A STUDENT WORKS DILIGENTLY THROUGHOUT THE SEMESTER, HE OR SHE SHOULD NOT ANTICIPATE ANY PROBLEMS IN SUCCESSFULLY COMPLETING THE COURSE.

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<u>WEEK</u>	<u>SUBJECT</u>	<u>SUGGESTED READING</u>
1	Canada's System of Industrial Relations	Chapter 1
	The Political, Economic and Social Setting	Chapter 2
	The Constitutional and Legal Environment	Chapter 3
2	Labour Organizations in Canada	Chapter 4
	The Canadian Labour Movement History and Philosophy	Chapter 5
	Employers: Organizations, Attitudes and Practices	Chapter 6
3	Third Parties: The Government and the Public	Chapter 7
	Unfair Practices	Chapter 8
	Union Organization and Union Security	Chapter 9
4	Union Certification	Chapter 10
	Contents of a Collective Agreement	
5	Negotiation of a Collective Agreement	Chapter 11
6	Conciliation	Chapter 12
7	Strikes and Lockouts	Chapter 13
	Greavance Procedure	Chapter 14
8	Arbitration	Chapter 15
9	Discipline	Chapter 16
10	Seniority	Chapter 17
11,12 & 13	Simulated Contract Negotiations	
14	Public Employees	Chapter 18
	Attempts to Improve Canada's Industrial Relations System	Chapter 19
15	REVIEW	

