

SAULT COLLEGE OF APPLIED ARTS & TECHNOLOGY  
SAULT STE. MARIE, ONTARIO

COURSE OUTLINE

Course Outline: INDUSTRIAL RELATIONS

Code No.: BUS 306-4

Program: FINANCE AND SALES MANAGEMENT

Semester: FOURTH

Date: JANUARY, 1987

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New: \_\_\_\_\_ Revision: X

APPROVED:

  
Chairperson

86-12-23  
Date

CALENDAR DESCRIPTION

INDUSTRIAL RELATIONS

BUS 306-4

COURSE NAME

COURSE NUMBER

PHILOSOPHY/GOALS:

A brief history of the labour movement, an examination of labour philosophies, the collective bargaining process with particular emphasis on current trends in relationships among management, unions, politics and the Canadian economic climate.

METHOD OF ASSESSMENT (GRADING METHOD):

Students will be evaluated on the following basis:

Three Tests	75%
Simulated Negotiations	<u>25%</u>
	<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.

If a student is not able to write a test because of illness or a legitimate emergency, that student must submit a medical certificate or contact the instructor prior to the holding of the test and provide an acceptable explanation for the absence. In all other cases, the student will receive a mark of zero for that test.

There will not be any rewrites of individual tests.

FINAL GRADE:

A	85% to 100%
B	70% to 84%
C	55% to 69%
R	54% or less

In order to successfully complete the course, a student must achieve an overall grade of 55%. For students who are not successful, there is provision for a supplemental test in certain limited circumstances. A student with a final grade of 40% to 55% may apply to the instructor for permission to write a supplemental test which will be based on work taken throughout the entire semester. Based on the attitude and participation of the student, the instructor may allow the student to write a supplemental test provided that student has attempted all semester tests, participated in the simulated negotiations and has given some indication of potential success on a supplemental test. It is the responsibility of any student in this category to apply for the supplemental test. A final grade of "C" will be assigned to any student who successfully completes the supplemental test.

In all other instances, students with a final grade of less than 55% will have to repeat the course.

TEXTBOOK(S)

Canadian Industrial Relations, 3rd Ed, Frank Kehoe and Maurice Archer  
Twentieth Century Labour Publications.

COURSE OBJECTIVES:

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 e.g. negotiations, strikes, settlements, economic conditions.

INSTRUCTIONAL 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 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.
5. Other readings as may be assigned.

<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 Grievance Procedure	Chapter 13
8	Arbitration	Chapter 15
9	Discipline	Chapter 16
10	Seniority	Chapter 17
11,12 & 13	Simulated Contract Negotiations	
14	Public Employees Attempts to Improve Canada's Industrial Relations System	Chapter 18 Chapter 19
15	REVIEW	

(THE ABOVE SCHEDULE IS SUBJECT TO REVISION)