

I. COURSE DESCRIPTION: This syllabus represents an introductory, survey course in industrial and labour relations. Its intent is to acquaint certificate candidates with the major employers and employees – collective bargaining – and the context in which that bargaining takes place.

II. LEARNING OUTCOMES AND ELEMENTS OF THE PERFORMANCE:

Upon successful completion of this course, the student will demonstrate the ability to:

1. Discuss labour relations in Canada, and the specific institution used in this country to govern those relations – the collective bargaining process.

Potential Elements of the Performance:

- Drawing a portrait of industrial relations. (chpt. 1 to 3)
- A closer examination of the players and the context in which they operate. (chpt. 4 to 6)
- Assessing the effects of collective bargaining on important corporate issues, eg. Wages. (chpt. 7)

Kehoe & Archer, chapters 1 to 7

2. Explain collective bargaining – institution and processes.

Potential Elements of the Performance:

- Union practices, organization and certification (chpt. 8 to 10)
- Contract negotiation and some possible outcomes – impasse, conciliation and the legal strike. (chpt. 11, 14, 15)
- Administering the collective agreement. (chpt. 12, 13, 16 to 19)

Kehoe & Archer, chapters 8 to 19

Ontario Labour Relations Act – sections L2 (14) – (48)

Ontario Labour Relations Act – sections L2(49) – (56).

3. Appreciate that the public sector in Canada is the most heavily organized sector in Canada. Understand that the outcomes of collective bargaining in this sector have a significant impact on private sector bargaining, as well as the legal context of labour relations in a variety of areas. Health and safety, and quality of working life issues are two major examples.

Potential Elements of the Performance:

- Collective bargaining and the public sector (chpt. 20)
- Health and safety, quality of working life, and some of the hidden functions unions perform. (chpt. 23)

Kehoe & Archer, chapters 20, 23)

4. Explain whether organized labour is a net contributor to corporate productivity and profitability and the reasons for some surprising answers.

Potential Elements of the Performance:

- Productivity and profitability under changing labour circumstances.
- The condition of organized labour – external political influence and internal dissension.
- The decline of private sector organized labour, its causes, and managerial implications from a short and long-run prospective.

Keho & Archer – Chapters 21 & 22

III. TOPICS:

1. Industrial Relations
2. Players
3. Union Practices
4. Contract negotiation
5. Administering the Collective Agreement
6. Health & Safety
7. External Political Influence

IV. REQUIRED RESOURCES/TEXTS/MATERIALS:

“Canadian Industrial Relations” by F. Keho and M. Archer, Century Labour Publications ISBN: 0-9690739-6-8

V. EVALUATION PROCESS/GRADING SYSTEM:

Quizzes	10%
Mid Term Exam	40%
Final Exam	40%
Assignments & Participation	<u>10%</u>
	100%

A minimum grade of 70% is required to pass this course.

The following semester grades will be assigned to students:

Grade	<u>Definition</u>	<i>Grade Point Equivalent</i>
A+	90 – 100%	4.00
A	80 – 89%	3.00
B	70 - 79%	2.00
C	60 - 69%	1.00
D	50 – 59%	0.00
F (Fail)	49% and below	
CR (Credit)	Credit for diploma requirements has been awarded.	
S	Satisfactory achievement in field /clinical placement or non-graded subject area.	
U	Unsatisfactory achievement in field/clinical placement or non-graded subject area.	
X	A temporary grade limited to situations with extenuating circumstances giving a student additional time to complete the requirements for a course.	
NR	Grade not reported to Registrar's office.	
W	Student has withdrawn from the course without academic penalty.	

VI. SPECIAL NOTES:Special Needs:

If you are a student with special needs (e.g. physical limitations, visual impairments, hearing impairments, or learning disabilities), you are encouraged to discuss required accommodations with your professor and/or the Special Needs office. Visit Room E1101 or call Extension 703 so that support services can be arranged for you.

Retention of Course Outlines:

It is the responsibility of the student to retain all course outlines for possible future use in acquiring advanced standing at other postsecondary institutions.

Plagiarism:

Students should refer to the definition of “academic dishonesty” in *Student Rights and Responsibilities*. Students who engage in “academic dishonesty” will receive an automatic failure for that submission and/or such other penalty, up to and including expulsion from the course/program, as may be decided by the professor/dean. In order to protect students from inadvertent plagiarism, to protect the copyright of the material referenced, and to credit the author of the material, it is the policy of the department to employ a documentation format for referencing source material.

Course Outline Amendments:

The professor reserves the right to change the information contained in this course outline depending on the needs of the learner and the availability of resources.

Substitute course information is available in the Registrar's office.

<include any other special notes appropriate to your course>

VII. PRIOR LEARNING ASSESSMENT:

There is no PLAR in The Human Resource Practices Certificate.

VIII. DIRECT CREDIT TRANSFERS:

Students who wish to apply for direct credit transfer (advanced standing) should obtain a direct credit transfer form from the Dean's secretary. Students will be required to provide a transcript and course outline related to the course in question.