

**The University of Western Ontario**  
**Management and Organizational Studies 352F-001**  
**Industrial Relations and Labour Studies**  
**Fall 2007**

Dr. Michael D. Stevenson  
Office Hours: Tuesday, 6:00-6:45 p.m.  
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**COURSE OBJECTIVE**

This course is designed to provide students with a working knowledge of industrial relations (IR) practices and processes in Canada and their implications for workers, for employers, and for society in general.

**REQUIRED TEXTBOOKS**

Ruth A. Frager and Carmela K. Patrias, *Discounted Labour: Women Workers in Canada, 1870-1939* (University of Toronto Press 2006), ISBN 0802078184 (paper)

**COURSE GRADING**

Book review (due 2 October)	15%
Mid-term test (9 October)	20%
Essay (due 27 November)	25%
Final examination (during December exam period)	25%
Tutorial participation	15%

**WRITTEN ASSIGNMENTS**

1)Book Review

Each student is required to provide an analytic review of *Discounted Labour: Women Workers in Canada, 1870-1939*. This review should be between seven and eight pages (1,750 to 2,000 words) in length and it is due on **2 October 2007**.

2)Essay

One of the most protracted industrial relations controversies in Ontario's history occurred at a Wal-Mart store in Windsor, Ontario, where workers temporarily became the first unionized Wal-Mart workforce in the world. This essay assignment requires each student to write a research paper analyzing the course of events in this dispute from the initial rejection of a union by the Windsor Wal-Mart employees in May 1996 to the ultimate abandonment of store employees by the Canadian Auto Workers union in April 2000. The primary sources for this assignment will be daily newspapers—particularly the *Windsor Star*—available electronically through the “Canadian Newsstand”, an on-line

resource offered by the Weldon Library. These newspaper sources may be supplemented by journal articles and monograph sources. This essay should be between ten and twelve pages (2,500 to 3,000 words) in length and it is due on **27 November 2007**.

All written assignments are to be submitted to the BACS main office (SSC 2040) or to the instructor via e-mail before 4:00 p.m. on the due date. Penalties of two marks per day for late submissions will be applied. Students must write their book reviews and essays in their own words. Whenever students take an idea, or a passage from another author, they must acknowledge their debt both by using quotation marks where appropriate and by proper referencing such as footnotes or citations. Plagiarism is a major academic offence (see the Scholastic Offence Policy in the Western Academic Calendar). All written assignments may be subject to submission for textual similarity review to the commercial plagiarism detection software under license to the University. All assignments submitted will be included as source documents in the reference database for the purpose of detecting plagiarism of assignments subsequently submitted to the system. Use of the service is subject to the licensing agreement, currently between the University of Western Ontario and Turnitin.com (<http://www.turnitin.com>).

## **TUTORIALS**

Six tutorial sessions will be scheduled during regular lecture periods. For each tutorial, a common reading will be assigned, and students will be expected to participate in an informed discussion of this common reading. Additionally, each student will sign up for one article during the term and will make a ten to fifteen minute presentation of the contents of this article. Tutorial attendance is mandatory. Each student is responsible for securing a copy of his or her presentation article from the journal and monograph collections contained in the UWO library system.

## **LECTURE AND TUTORIAL SCHEDULE**

### **Week 1—11 September**

Introduction to Industrial Relations

### **Week 2—18 September**

Theories of the Development of Industrial Relations and Theories of Conflict

### **Week 3—25 September**

Historical Perspectives on Labour Relations in Canada

### **Week 4—2 October**

Theories of Management

### **Week 5—9 October**

*Mid-term test*

### **Week 6—16 October**

Labour Unions as Institutions

*Tutorial 1*

### **Week 7—23 October**

Labour Unions as Organisations

*Tutorial 2*

**Week 8—30 October**

Employment Law and Labour Law

**Week 9—6 November**

Strikes

*Tutorial 3*

**Week 10—13 November**

Grievances

*Tutorial 4*

**Week 11—20 November**

Collective Agreements

*Tutorial 5*

**Week 12—27 November**

Contemporary Issues and the Future of Industrial Relations in Canada

*Tutorial 6*

**Week 13—4 December**

Course review and exam preparation