

**The University of Western Ontario  
Management and Organizational Studies  
MOS 352G  
Section 650  
Industrial Relations and Labour Studies  
Distance Studies  
On-line  
Winter 2008**

**1.0 CALENDAR DESCRIPTION**

The study of industrial relations from an organizational behaviour perspective that provides a broad overview and social understanding of the relations between labour, management, and the state in Canada.

**2.0 COURSE INFORMATION**

Instructor: Dr. Michael D. Stevenson  
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**3.0 TEXTBOOK**

Peirce, Jon, and Karen Joy Bentham. Canadian Industrial Relations. Third edition (Scarborough: Prentice Hall 2007). [ISBN 0-13-127793-6]

**4.0 EVALUATION**

Grades will be derived from four sources, the weights of which are outlined below. Each student is required to complete all components of this course. Penalties of two marks per day for late submissions of written assignments will be applied.

**Final exam—30%**

The final exam covers all course components (textbook chapters, on-line course notes, and on-line discussion topics). The final exam will be scheduled for three hours and will be a closed book examination; it will be scheduled by Distance Studies.

**Book review—25%**

Each student is required to provide an analytic review of Steven High's *Industrial Sunset: The Making of North America's Rust Belt, 1969-1984* (Toronto: University of Toronto Press 2003). This review should be between eight and ten pages (2000 to 2500 words) in length and it is due on **15 February 2008**.

### **Essay—35%**

One of the most contentious industrial relations issues to emerge in the Canadian economy during the past decade is the attempt to unionize workers in the retail sector. The major essay assignment for MOS 352G requires each student to examine the attempt to unionize Wal-Mart stores in Windsor, Ontario, and in the province of Quebec since 1996. The primary sources for this assignment will be daily newspapers 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 (2500 to 3000 words) in length and it is due on **21 March 2008**. Detailed instructions concerning the completion of this assignment will be posted to the WebCT discussion list for the course.

### **On-line participation—10%**

Participation in on-line discussions is mandatory, and each class member will be evaluated by the instructor as to the quality of his or her on-line postings and replies to discussion questions.

## **5.0 STUDY SCHEDULE**

### **Week 1**

Chapter 1: Introduction to Industrial Relations

### **Week 2**

Chapter 2: The Environment and Management of Industrial Relations

### **Week 3**

Chapter 3: The History of the Canadian Labour Movement

### **Week 4**

Chapter 4: Union Membership and Structure

Chapter 5: Union Actions and Impacts

### **Week 5**

Chapter 6: Employment Legislation

### **Week 6**

Chapter 7: Collective Bargaining Legislation

### **Week 7**

Chapter 8: Labour Relations and Collective Bargaining in the Public Sector

### **Week 8**

Chapter 9: Collective Bargaining Structures and Processes

**Week 9**

Chapter 10: The Collective Agreement

**Week 10**

Chapter 11: Strikes, Lockouts, and Dispute Resolution

**Week 11**

Chapter 12: Grievances: Function, Resolution, and Prevention

**Week 12**

Chapter 13: Industrial Relations around the World

Chapter 14: Key Themes and Issues

**6.0 POLICY ON ACADEMIC MISCONDUCT**

Students must write their essays and assignments 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 required papers may be subject to submission for textual similarity review to the commercial plagiarism detection software under license to the University for the detection of plagiarism. All papers submitted will be included as source documents in the reference database for the purpose of detecting plagiarism of papers 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>).