

**The University of Western Ontario
Management and Organizational Studies 3352F
Industrial Relations and Labour Studies, Fall 2009**

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COURSE OBJECTIVE

This course will provide students with a working knowledge of industrial relations processes in Canada and their implications for workers, for employers, and for society.

REQUIRED TEXTBOOK

Mark P. Thomas, *Regulating Flexibility: The Political Economy of Employment Standards* (McGill-Queen's University Press, 2009)

COURSE GRADING

Book review	25%
Group collective bargaining exercise	35%
Tutorial participation	10%
Final examination	30%

WRITTEN ASSIGNMENTS

1)Book review

Each student is required to provide an analytic review of *Regulating Flexibility: The Political Economy of Employment Standards*. This review should be between eight and ten pages (2,000 to 2,500 words) in length and will be due on 13 October 2009.

2)Collective Bargaining Simulation

The purpose of this assignment is to introduce students to the collective bargaining process. At the start of the term, students will be assigned to groups representing the management and union of a fictional organization, and each side will engage in a collective bargaining simulation to negotiate a collective agreement. Detailed simulation instructions will be provided to students in the second week of the course.

All written assignments are to be submitted to the instructor in class on the due date. Penalties of two marks per day for late submissions will be applied. Students must write all written 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 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

Five tutorial sessions will be scheduled during the term. For each tutorial, common readings will be assigned and students will be expected to participate in an informed discussion of these common readings.

LECTURE AND TUTORIAL SCHEDULE

Week 1—15 September

Introduction to IR

Week 2—22 September

The Development of IR Theories and Labour Relations in Canadian History

Week 3—29 September

Management Theories

Week 4—6 October

Labour Unions as Institutions and Organizations

Week 5—13 October

Labour Law and the Collective Bargaining Process; *Tutorial 1*

Week 6—20 October

Collective Bargaining Session One

Week 7—27 October

Employment Law; *Tutorial 2*

Week 8—3 November

Strikes; *Tutorial 3*

Week 9—10 November

Collective Bargaining Session Two

Week 10—17 November

Grievances; *Tutorial 4*

Week 11—24 November

Industrial Relations around the World; *Tutorial 5*

Week 12—1 December

Collective Bargaining Session Three

Week 13—8 December

Collective Agreement Presentations and Exam Preparation