

**The University of Western Ontario  
Management and Organizational Studies  
MOS 3352G  
Section 650  
Industrial Relations and Labour Studies  
Distance Studies  
On-line  
Winter 2011**

### **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  
Office: Social Science Centre, Room 2233  
E-mail: msteven7@uwo.ca

### **3.0 TEXTBOOK**

Peirce, Jon, and Karen Joy Bentham. *Canadian Industrial Relations*. Third edition (Scarborough: Prentice Hall 2007)

### **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—20%**

Each student is required to provide an analytic review of Cynthia Cranford, Judy Fudge, Eric Tucker, and Leah Vosko, *Self-Employed Workers Organize: Law, Policy, and Unions* (Montreal and Kingston: McGill-Queen's University Press 2005). This review should be between eight and ten pages (2000 to 2500 words) in length and it is due on **11 February 2011**.

## **Essay—35%**

One of the most contentious industrial relations issues to emerge in the Canadian economy during the past fifteen years is the attempt to unionize workers in the retail sector. The major essay assignment for MOS 3352G requires each student to examine the attempt to unionize Wal-Mart stores in Windsor, Ontario, and in Weyburn, Saskatchewan, 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 (3000 to 3500 words) in length and it is due on **1 April 2011**. Detailed instructions concerning the completion of this assignment will be posted to the WebCT discussion list for the course.

## **On-line participation—15%**

Throughout the term, each class member will be evaluated by the instructor as to the quality of his or her on-line postings and replies to weekly 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

**Week 13**

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>).

**GENERAL INFORMATION**

If, on medical or compassionate grounds, you are unable to meet your academic responsibilities, i.e., unable to write term tests or final examinations or complete course work by the due date, you should follow the instructions listed below. You should understand that academic accommodation will not be granted automatically on request. You must demonstrate that there are compelling medical or compassionate grounds that can be documented before academic accommodation will be considered. Read the instructions carefully. In all cases, action must be taken at the earliest possible opportunity, preferably prior to the scheduled examination, test or assignment.

1. Check the course outline to see if the instructor has a policy for missed tests, examinations, late assignments or attendance. The course outline should include the preferred method of contact (e-mail, phone, etc.).
2. Inform the instructor prior to the date of the scheduled time of the test or examination or due date of the assignment. If you are unable to contact the instructor, leave a message for him/her at the department office.

3. Bring your request for accommodation to the Social Science Academic Counselling Office, Room 2105, Social Science Centre, telephone 519 661-2011 or fax 519 661-3384. Be prepared to submit documentation of your difficulties.
4. If you decide to write a test or an examination you should be prepared to accept the mark you earn. Rewriting tests or examinations or having the value of the test or examination reweighted on a retroactive basis is not permitted.

### **TERM TESTS and MID-TERM EXAMS**

1. If you are unable to write a term test, inform your instructor (preferably prior to the scheduled date of the test). If the instructor is not available, leave a message for him/her at the department office.
2. Be prepared, if requested by the instructor, to provide supporting documentation. Submit your documentation to the Social Science Academic Counselling Office.
3. Make arrangements with your professor to reschedule the test.
4. The Academic Counselling Office will contact your instructor to confirm your documentation.

### **FINAL EXAMINATIONS**

1. You require the permission of the Dean, the instructor, and the Chair of the department in question to write a special final examination.
2. If you are unable to write a final examination, contact the Social Science Academic Counselling Office in the first instance to request permission to write a special final examination and to obtain the necessary form. You must also contact your instructor at this time. If your instructor is not available, leave a message for him/her at the department office.
3. Be prepared to provide the Social Science Academic Counselling Office and your instructor with supporting documentation.
4. You must ensure that the Special Examination form has been signed by the instructor and Department Chair and that the form is returned to the Social Science Academic Counselling Office for approval without delay.

### **LATE ASSIGNMENTS**

1. Advise the instructor if you are having problems completing the assignment on time (prior to the due date of the assignment).
2. Submit documentation to the Social Science Academic Counselling Office.
3. If you are granted an extension, establish a due date.
4. Extensions beyond the end of classes must have the consent of the instructor, the Department Chair and Dean. A Recommendation of Incomplete form must be filled out indicating the work to be completed and the date by which it is due. This form must be signed by the student, the instructor, the Department Chair, and the Dean's representative in the Academic Counselling Office.

### **SHORT ABSENCES**

If you miss a class due to a minor illness or other problems, check your course outlines for information regarding attendance requirements and make sure you are not missing a test or assignment. Cover any readings and arrange to borrow notes from a classmate.

## **EXTENDED ABSENCES**

If you are absent more than approximately two weeks or if you get too far behind to catch up, you should consider reducing your workload by dropping one or more courses. This must be done by the appropriate deadlines. (Refer to the Registrar's website for official dates.) The Social Science Academic Counsellors can help you to consider the alternatives. At your request, they can also keep your instructors informed of your difficulties.

## **DOCUMENTATION**

- **Personal Illness:** If you consulted Student Health Services regarding your illness or personal problem, you should complete a Records Release Form at the time of your visit allowing them to notify Social Science Academic Counselling Office. Once your documentation has been assessed, the academic counsellor will inform your instructor that academic accommodation is warranted.
- If you were seen by an off-campus doctor, obtain a certificate from his/her office at the time of your visit. The doctor must provide verification of the severity of the illness for the period in question. Notes stating "For Medical Reasons" are not considered sufficient.
- **In Case of Serious Illness of a Family Member:** Obtain a medical certificate from the family member's physician.
- **In Case of a Death:** Obtain a copy of the newspaper notice, death certificate or documentation provided by the funeral director.
- **For Other Extenuating Circumstances:** If you are not sure what documentation to provide, ask an Academic Counsellor.

**Note:** Forged notes and certificates will be dealt with severely. To submit a forged document is a scholastic offense and you will be subject to academic sanctions.

## **ACADEMIC CONCERNS**

- You need to know if your instructor has a policy on late penalties, missed tests, etc. This information may be included on the course outline. If not, ask your instructor.
- You should also be aware of attendance requirements in courses such as Business and English. You can be debarred from writing the final examination if your attendance is not satisfactory.
- If you are in academic difficulty, check the minimum requirements for progression in your program. If in doubt, see your Academic Counsellor.
- If you are registered in Social Science courses but registered in another faculty (e.g., Arts or Science), you should immediately consult the Academic Counselling Office in your home faculty for instructions.