
Management and Organizational Studies-The University of Western
Ontario
Fall 2013

Course Information: MOS 3352 F-650-Industrial Relations

Instructor: Dr. Alison Braley-Rattai
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Office Hours: Monday 9:15-10:15 and by appointment
Location: SSC 4434

lecture: Monday 10:30 -- 1:30
in
Kresge Building Rm. 103

DAN Management and Organizational Studies strives at all times to provide accessibility to all faculty, staff, students and visitors in a way that respects the dignity and independence of people with disabilities. Please contact the course instructor if you require material in an alternate format or if you require any other arrangements to make this course more accessible to you. You may also wish to contact Services for Students with Disabilities (SSD) at 519-661-2111 ext 82147 for any specific question regarding an accommodation. More information about "Accessibility at Western" is available at: <http://accessibility.uwo.ca>

1. Course Description

This course will provide you with a working knowledge of industrial-relations theories and processes, and their implications for workers, for employers, and for society. To that end, this course is designed to encourage you to understand the issues and sources of conflict relevant to the field of industrial-relations. The point of such emphasis is not to gain acquiescence to any one particular view as students are encouraged to challenge any and all views presented. The point, then, is to enable you to better understand the complexities and diversity of the field of industrial-relations in the present day and indeed that of the world around you, by encouraging your thoughtful interrogation of these issues and sources of conflict via careful reading of the texts -- and any other posted material -- and in-class participation.

By the end of this course students should be familiar with the following components of industrial relations: labour law that moderates basic aspects of employer-union relations, employment law that moderates certain aspects of employment relationships for all workers (both unionized and non-unionized), various theories of industrial relations as well as what accounts for their similarities and dissimilarities one from the other, and identify various sources of conflict inherent in the wage-relationship. **As this course is designated an essay course, students should be prepared to demonstrate the ability to write a cogent critical essay that utilizes appropriate (written) language skills.**

2. Textbook

- John Godard, Industrial Relations, 4th edition (Concord: Captus Press 2011). (Please ensure that you purchase the correct edition).

**Texts have been ordered and will be available for purchase in the UWO bookstore*

3. Evaluation

•Critical Essay

Detailed instructions for this assignment will be distributed early in the term. As this course is designated an essay course, this assignment will be approx. 8-10 pages (2000-2500 words) and worth a significant portion of your overall mark.

• Mid-Term exam

This will be comprised of a combination of short answers, applied knowledge scenarios and essay questions, based upon the assigned readings and material presented and discussed in lecture, encompassing all material canvassed thus far.

• In-Class Test

This test will be cumulative -- meaning it will encompass material from the beginning of the course and not just that covered after the mid-term. The format will be the same as the mid-term, indicated above.

• Note-Taking

Every week, you will be required to turn in a copy of the notes you have taken of that week's required readings. These should be approximately, four double-spaced pages. They will be due weekly starting Sept. 16th, the last one due on Nov. 25th. They are due at the beginning of lecture. The usual caveat regarding academic accommodation applies. Detailed instructions regarding this assignment will be provided during the first class.

4. Assessment

Component	Value	Due date
In-Class Test	20%	Monday Oct. 1st
Mid-Term Test	30%	Sat. Nov. 9th 9-12
Critical Essay	30%	Dec 2nd
NOTES	20%	Weekly

Students are **REQUIRED TO COMPLETE ALL COMPONENTS** of this course. Failure to complete any assignment will result in a failing grade for the course, regardless of the accumulated marks on other assignments. N.B Failure to turn-in less than 6 of the 10 'notes' will constitute a failure to complete this assignment.

Grade descriptors: *The University of Western Ontario* Senate has adopted a set of grade descriptors which explain the meaning of grades assigned in all university courses:

A+	90-100%	One could scarcely expect better from a student at this level
A	80-89%	Superior work which is clearly above average
B	70-79%	Good work, meeting all requirements, and eminently satisfactory
C	60-69%	Competent work, meeting requirements
D	50-59%	Fair work, minimally acceptable
F	below 50%	Fail

Grading criteria

Written work will be evaluated using a four-part grading rubric:

- *Writing style:* Effectiveness of prose (clarity, word choice, avoiding flowery language, etc.) and technical correctness (e.g., spelling, grammar, syntax).
- *Logical organization:* Written structure and quality of argumentation. Extent to which the essay is internally consistent, well-focused, and uses formal essay structure (introduction, body, conclusion). Includes citations/footnotes and bibliography on assignments wherever appropriate.
- *Knowledge and application of relevant material:* Good selection and integration of relevant material. Effective use of evidence in arguments.
- *Judgment:* Selection of appropriate material and line of argument to answer the question; well-supported conclusions; avoidance of tangents; selection of points of comparison (similarities and contrasts); demonstration of careful reading and analysis as opposed to unfounded opinion and generalization.

5. Course Policies

YOU are responsible to ensure that you know and abide by all the requirements contained in this outline. Ignorance of such will not be considered a reasonable ground for any dispensation.

•*Policy on Submission of Written Work:*

In an effort to allow students the flexibility they need to co-ordinate assignments for this class with their other course work, the deadline for the critical essay is subject to a one week 'extension.' This enables **you** to manage your work schedule appropriately, so that you can hand in all your course work on time. Since only you know what assignments you have due and when, you have the opportunity of submitting your work on **either** the day that has been assigned, above, as the deadline, **or** exactly one week later. If you choose to take the 'extension' the instructor does not need to know the reason why. Be advised, however, that after the second 'deadline' has passed students will receive a "zero" for that assignment. Students are still required to hand-in an assignment in order to pass the course (see above). The instructor **may** accept late submissions without penalty subject to UWO's accommodation policy (below).

•*Policy on Maintaining a Respectful Learning Environment:*

Meaningful discussions will likely result in disagreements between contending parties. Please try to contend with others' opinions in a mature and respectful manner and attempt to understand the comments of others fully before responding. All posts should conform to basic rules of respect by refraining from impugning the intentions of others, and addressing themselves only to the direct content of posts.

6. University Policies

•*Illness*

The University recognizes that a student's ability to meet his/her academic responsibilities may, on occasion, be impaired by medical illness. Illness may be acute (short term), or it may be chronic (long term), or chronic with acute episodes. The University further recognizes that medical situations are deeply personal and respects the need for privacy and confidentiality in these matters. However, **in order to ensure fairness and consistency for all students, academic accommodation for work representing 10% or more of the student's overall grade in the course shall be granted only in those cases where there is documentation supplied (see below for process) indicating that the student was seriously affected by illness and could not reasonably be expected to meet his/her academic responsibilities.**

Documentation shall be submitted, as soon as possible, to the appropriate Dean's office (the Office of the Dean of the student's Faculty of registration/home Faculty) together with a request for relief specifying the nature of the accommodation being requested. These documents will be retained in the student's file, and will be held in confidence in accordance with the University's Official Student Record Information Privacy Policy [<http://www.uwo.ca/univsec/handbook/general/privacy.pdf>].

Once the petition and supporting documents have been received and assessed, appropriate academic accommodation shall be determined by the Dean's Office in consultation with the student's instructor(s). Academic accommodation may include extension of deadlines, waiver of attendance requirements for classes/labs/tutorials, arranging Special Exams or Incompletes, re-weighting course requirements, or granting late withdrawals without academic penalty.

Academic accommodation shall be granted only where the documentation indicates that the onset, duration and severity of the illness are such that the student could not reasonably be expected to complete his/her academic responsibilities. (Note: it will not be sufficient to provide documentation indicating simply that the student was seen for a medical reason or was ill.)

A form to be completed by off-campus physicians is available at:
<http://counselling.ssc.uwo.ca/forms/medicalNote.pdf>

Whenever possible, students who require academic accommodation should provide notification and documentation **in advance of due dates, examinations**, etc. Students must follow up with their professors and their Academic Counselling office in a timely manner.

In the case of a final examination in the course, the student must arrange for a Special Examination or Incomplete through their Dean's office, for which you will be required to provide acceptable documentation.

If you feel that you have a medical or personal problem that is interfering with your work, you should contact your instructor and the Faculty Academic Counselling Office as soon as possible. Problems may then be documented and possible arrangements to assist you can be discussed at the time of occurrence rather than on a retroactive basis. In general, retroactive requests for grade revisions on medical or compassionate grounds will not be considered.

●University Policy Regarding Make Up Examinations

The student must write a make-up exam if the regularly scheduled exam is missed for reasons for which adequate documentation is received by the Academic Counseling office.

●University Policy on Cheating and Academic Misconduct

Cheating on exams will not be tolerated; students are referred to the university policy on scholastic offenses (see section 9.0 below). Looking at the test of another student, allowing another student to view your exam, or obtaining information about a test in advance are all examples of cheating. Students found cheating will receive a zero (0%) on that exam. A number of safeguards will be employed to discourage cheating. For example, examination supervisors (proctors) of the tests may ask students to move to another seat during the exam, cover their paper, avert their eyes from other students' papers, remove baseball caps, etc. This is not meant as a personal affront nor as an accusation of cheating, rather as vigilant attempts at proctoring. A copy of guidelines about how to avoid cheating can be obtained from the office of the Ombudsperson, Room 251 University Community Centre, (519) 661-3573.

Students are responsible for understanding the nature of and avoiding the occurrence of plagiarism and other academic offenses. Students are urged to read the section on Scholastic Offenses in the Academic Calendar. Note that such offenses include plagiarism, cheating on an examination, submitting false or fraudulent assignments or credentials, impersonating a candidate, or submitting for credit in any course without the knowledge and approval of the instructor to whom it is submitted, any academic work for which credit has previously been obtained or is being sought in another course in the University or elsewhere. If you are in doubt about whether what you are doing is inappropriate, consult your instructor. A claim that "you didn't know it was wrong" will not be accepted as an excuse.

The penalties for a student guilty of a scholastic offense include refusal of a passing grade in the assignment, refusal of a passing grade in the course, suspension from the University, and expulsion from the University.

●University Policy and Procedures for Appealing Academic Evaluations

In the first instance, all appeals of a grade must be made to the course instructor (informal consultation). If the student is not satisfied with the decision of the course instructor, a written appeal must be sent to the Assistant Program Director or Designate of the BMOS program. If the response of the Assistant Director is considered unsatisfactory to the student, he/she may then appeal to the Dean of the Faculty in which the course of program was taken. Only after receiving a final decision from the Dean, may a student appeal to the Senate Review Board Academic. A Guide to Appeals is available from the Ombudsperson's Office.

7. Support Services

Support Services

The Registrar's office can be accessed for Student Support Services at <http://www.registrar.uwo.ca>
Student Support Services (*including the services provided by the USC listed here*) can be reached at:
<http://westernusc.ca/services/>

Student Development Services can be reached at: <http://www.sdc.uwo.ca/>

Students who are in emotional/mental distress should refer to Mental Health@Western
<http://www.uwo.ca/uwocom/mentalhealth/> for a complete list of options about how to obtain help.

8. DAN Grade Policy

The DAN Program has a grade policy which states that for courses in the 3300-4499 range, the class average must fall between 70%-75% for all sections of a course taught by the same instructor. In very exceptional circumstances only, class averages outside this range may be approved by the Assistant Director or Director. Class averages are not grounds for appeal.

9. Academic Concerns.

If you are in academic difficulty, it is strongly recommended that you see your academic counsellor.

10. Important Dates:

Monday September 2, 2013 Labour Day.

Monday September 9 **Classes begin.**

Monday October 14 Thanksgiving. -- **No Class**

Friday, December 6 **Classes end.**

December 7 Study Day.

December 8 - 19 Mid-year exam period.

For The University of Western Ontario Senate Regulations, please see the Handbook of Academic and Scholarship Policy at: <http://www.uwo.ca/univsec/handbook/>

11. Schedule of Classes and Readings

NB: The chapters assigned are not necessarily assigned in the order in which they appear in the text. Please ensure that you are doing the correct reading every week.

Supplementary material may be posted. It will be made clear when this material is required reading and when it is optional.

Unit I -- Theories and Foundation

Sept. 9th

Introduction: Overview of the course. Explanation of upcoming assignments. Introductions.

Sept. 16th

Chapters 1 and 3: **Foundations and Understanding Labour-Management Relations**
(first weekly 'note' is due in lecture).

Sept. 23rd

Chapters 5 *Contemporary Management Practices*

Sept. 30th

Chapter 4: *Work and Industrial Relations in Historical Perspective*

Unit II -- The Labour Movement and Unions

Oct. 7th

Chapters 7 and 8: *Labour Unions as Institutions and Labour Unions as Organizations*

OCT. 14th – THANKSGIVING – NO CLASS

Oct. 21st

Chapter 11: **Labour Law and Ford Motor Co. of Canada v. International United Automobile (Rand Decision) (on WEB CT)**

Oct. 28th

Chapter 15 and 14 **The Collective Agreement and The Grievance and Grievance Arbitration Processes**

Nov. 4th

Chapter 13: *Strikes and Dispute Resolution*

UNIT III--Challenges, Trends and Issues

Nov. 11th

Chapter 9 (pps. 229-249) **The Role of the State and TBA**

Nov 18th

Topic: Human Rights in the Workplace
Reading: TBA

Nov. 25th

Ontario Law Commission's Report on Vulnerable Workers -- Executive Summary (on WEB CT) and
Canada's Temporary Foreign Worker Program -- Model Program or Mistake? pp. 1-20. (on Web CT)

Dec. 2nd

TBA

Critical Essay due in lecture!!!!!!