
MOS 3352F Industrial and Labour Relations Course Outline: Section – 001 / Fall 2017

1. Course Information:

1.1 Class Location and Time:

NCB 293

Monday: 9:30am -12:30pm

1.2 Contact Information:

Instructor: Dr. Johanna Weststar

Office: SCC 4427

Office Hours: Mon 12:30-2:30; Thurs 12:30-2:30; or by appointment

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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 519-661-2147 for any specific question regarding an accommodation.

More information about "Accessibility at Western" is available at: <http://accessibility.uwo.ca>

2. Calendar Description

2.1 Course Description:

This course examines the economic, social, legal and political relationships among labour, management and the state with emphasis on organized labour and unionized workplaces in Canada.

3 lecture hours, 0.5 course

Prerequisite(s): Enrolment in 3rd or 4th year of BMOS.

2.2 Senate Regulations

Senate Regulations state, "unless you have either the requisites for this course or written special permission from your Dean to enroll in it, you will be removed from this course and it will be deleted from your record. This decision may not be appealed. You will receive no adjustment to your fees in the event that you are dropped from a course for failing to have the necessary prerequisites."

This regulation is in regards to the COURSES required. Students not in BMOS are permitted to enroll in up to 1.0 MOS courses, per the Academic Timetable.

3. Textbook

Godard, John. Industrial Relations, The Economy and Society, 5th edition. Captus Press ISBN 978-1-55322-359-7 (2017)

4. Course Objectives and Format

4.1 Course objectives

This course is an introduction to the field of industrial relations. We will spend most of our time on how employers and employees interact under the regime of collective bargaining. That is, this course is primarily about employer-worker interactions where trade unions represent workers. Our focus will be on Canadian examples and legislation, but we will also examine some aspects of industrial relations systems around the world. Inherent in the employment relationship is a degree of conflict as employers and employees often have differing interests. As such, the real world of work involves an ongoing process of conflict and accommodation as workers, their managers and their employers negotiate the frontier of workplace power and control.

Trade unions have a large impact upon private and public enterprise in Canada. About 30% of those employed are covered by collective agreements. The wages and benefits of still more working Canadians are influenced by the collective bargaining done by unions and employers. Everybody at some time or another has been affected by strikes or other industrial conflict. As a result, an understanding of unions is important for those aspiring to be managers, supervisors or human resource practitioners and also for those who may one day find themselves to be union members or aspiring union members. An understanding of workplace issues and worker rights is also important for all workers.

4.2 Course format

We will explore the field of industrial relations and the greater realm of work through various media such as the textbook, union websites, additional readings, news and current events, song, and film. I believe in active learning and will make attempts to incorporate your learning needs and your active participation into each class. As such classes will contain mixtures of lecture, informal writing, small group and full class discussion as well as case studies and simulations. For my efforts to be fruitful, you must also commit time and effort in preparation for each class. It is expected and assumed that readings will be completed prior to class and that students will arrive ready for discussion.

5. Learning Outcomes

Upon successful completion of MOS 3352 F/G students will be able to:

- Describe the basic structural framework of industrial relations in Canada and apply this understanding to compare/contrast the Canadian context with other countries and assess and debate the evolution of the industrial relations framework over time. This includes the:
 - external economic, social, technological, political, legal and social forces that impact employment relationships;
 - characteristics and interactions of key actors in the employment relationship (labour, management, government); and
 - governing rules derived from these relationships
- Summarize the key perspectives of industrial relations regarding the interpretation of conflict and power imbalance between employers and employees and employ these perspectives to:
 - recognize the assumptions and information underlying specific social or political claims/arguments;
 - criticize or justify the actions of key actors in the industrial relations system; and
 - explain, predict, and evaluate IR outcomes

- Assemble, interpret and persuasively communicate information to justify decision-making in the performance of key tasks associated with the industrial relations function in organizations (i.e., collective bargaining, dispute resolution)

6. Evaluation

You will be evaluated based on the following:

Item	Percentage of Course Grade
Bargaining Simultaion	25%
Critical Analysis Assignments	25%
Mid-term Exam	25%
End of term Exam	25%

Critical Analysis Assignments (2 @ 12.5 = 25%)

There will be **two** assignments that require you to read an article or book chapter and provide a written response that demonstrates critical thinking and analysis. They are each worth 12.5% of your grade. Additional details on the critical analysis assignment can be found on OWL. Due dates are listed on the weekly schedule below.

Bargaining Simulation (25%)

I will assign each of you to a group and each group will be assigned either the union or the management role. Two groups (one union and one management) will pair up to complete the bargaining simulation. Some class time will be provided to work on research and bargaining strategies, however students are required to prepare outside of class time as well. This assignment requires a considerable time commitment and it is recommended that students begin research as soon as possible. The actual bargaining simulation will take place over two classes – see the weekly schedule below. For more detail see the Bargaining Simulation information sheet posted on OWL.

Mid-term Exam (25%)

There will be a mid-term exam held during class time. The mid-term will include material from all textbook readings, lecture and class discussions up to the week prior to the exam. The exam will not include the readings assigned for the Critical Reading and Writing Assignments. The mid-term will be 1.5 hours in length and consist of short answer questions.

End of Term Exam (25%)

There will be an end of term exam during the official exam period. The exam will include material from all textbook readings, lecture and class discussions from the point of the mid-term. The exam will not include the readings assigned for the Critical Reading and Writing Assignments or the material for the bargaining simulation. The exam will be 2 hours in length and consist of short answer questions.

Exams are **closed book examinations**. **Dictionaries are NOT allowed into the examinations**. **Only non-programmable calculators will be allowed into the exams**. If you are unsure, please ask your professor to check your calculator.

Students are **REQUIRED TO COMPLETE ALL COMPONENTS** of this course. There are no exceptions to this. Extra assignments to improve grades **will NOT** be allowed.

Grades will not be adjusted on the basis of need. It is important to monitor your performance in the course. Remember: You are responsible for your grades in this course.

7. Lecture and Examination Schedule

Date	Topic	Text Reference and Readings	Due Dates / In-class Activity Prep
Sept 11 (first class)	Conflict & Power	Godard Ch 1 Godard Ch 3 pg. 48-65 & 71 <u>Secrets of a Successful Organizer</u> : Lesson 3 (OWL)	Watch NFB Documentary: Westray This week finish watching Westray on your own time https://www.nfb.ca/film/westray/
Sept 18 (class 2)	Perspectives on industrial relations	Godard Ch 5	Print "Westray Video Questions" from OWL and bring to class to complete
Sept 25 (class 3)	What is work? What is labour? What are unions?	<u>Economics for Everyone</u> Ch 5, 7 & 8 (OWL) Godard Ch 7	Critical Analysis Assignment 1 Due Discuss Workplace Maps in class
Oct 2 (class 4)	How do unions form and operate? Labour Law & The Role of the State	Godard Ch 9 & 11	
Oct 9	NO CLASS – THANKSGIVING AND FALL READING WEEK		
Oct 16 (class 5)	What do unions do? Collective Bargaining	Chapter 12 & 15	Watch Waldenville video Print "Collective Bargaining Processes Exercise Sheet" from OWL and bring to class Critical Analysis Assignment 2 Due
Oct 23 (class 6)	Mid-term (1.5 hours) Group work: Bargaining Simulation (1.5 hours)		
Oct 30 (class 7)	What do unions do more broadly? Emerging forms of collective action	Godard Ch 8 Greenhouse "On demand, and demanding their rights" (OWL)	Bring your laptop or other connected device to class today Watch UFCW Video: Migrant Workers
Nov 6 (class 8)	Historical Perspectives	Chapter 4	Watch Triangle Fire video Draft Bargaining Book Due (optional)
Nov 13 (class 9)	Dispute Resolution: Grievances	Chapter 14 IKO Case (OWL)	Have case available for class discussion
Nov 20 (class 10)	Bargaining Simulation (3 hours)		Bargaining Book Due
Nov 27 (class 11)	Bargaining Simulation (1.5 hours) Dispute Resolution: Strikes	Chapter 13	Final Collective Agreement Language Due Nov 28
Dec 4 (class 12)	Dispute Resolution: Strikes Cont. Course Wrap-up		Bargaining Reflection and Peer/Self Evaluation Due

8. University Policy Regarding Illness

8.1 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/pdf/academic_policies/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://www.uwo.ca/univsec/pdf/academic_policies/appeals/medicalform.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.

8.2 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 instructor (this documentation must be supplied by the Academic Counseling office).

8.3 Attendance

It is expected that students will attend all classes. The professor does not provide access to lecture notes. Students are encouraged to obtain missed lecture notes from a fellow student.

9. University Policy on Cheating and Academic Misconduct

Cheating on exams will not be tolerated; students are referred to the university policy on scholastic offenses. 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 3135 WSSB, (519) 661-3573, ombuds@uwo.ca.

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.

10. Procedures For Appealing Academic Evaluations

1. In the first instance, all appeals of a grade must be made to the course instructor (informal consultation).
2. If the student is not satisfied with the decision of the course instructor, a written appeal must be sent to the Undergraduate Chair: Student Affairs of the Department of Management and Organizational Studies.
3. If the response of the Undergraduate Chair 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.
4. 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.

11. Student Responsibilities

Material covered in lectures will not always be the same as material covered in the textbook. These two sources should be viewed as complimentary and not redundant. As such, students who want to do well in this course are **strongly encouraged** to attend lectures on a regular basis. Please note that I will not be providing copies of lectures notes. Therefore, if you miss a lecture, you should try to obtain this material from another student.

In this class, some students may be unaware that their private discussions are distracting to other people. If you feel that students are distracting your attention from the material, then you should ask them to be quiet. If you feel uncomfortable doing this (or the problem persists), then please see the

instructor. In addition, please avoid engaging in private discussions with other students during the lectures.

To avoid unnecessary distractions, please arrive to each class on time.

All cell phones must be OFF during class and kept in your coat or bag as opposed to on your desk. I will ask you to turn off your phone if you are using it during class and I reserve the right to ask students to leave the class entirely.

Laptops are acceptable, but please limit their use to note-taking only unless otherwise instructed. Students using chat programmes, surfing the internet (unless requested) or watching videos will be asked to leave the class.

12. Support Services

12.1 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.health.uwo.ca/mental_health/ for a complete list of options about how to obtain help.

13. Other Issues

13.1 Grade Policy

The DAN Program has a grade policy which states that for courses in the 3000-4000 range, the class average must fall between 70% and 77% 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 Undergraduate Chair or Chair. Class averages are not grounds for appeal.

13.2 Short Absences.

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

13.3 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. The [Academic Counsellors](#) can help you to consider the alternatives. At your request, they can also keep your instructors informed about your difficulties.

13.4 Academic Concerns.

If you are in academic difficulty, it is strongly recommended that you see your [academic counsellor](#).

13.5 Important Dates:

September 7: Classes Begin

September 15: Last day to add a full course (E or no-suffix), first term half course (A or F), full-year half course (Y)

October 9: Thanksgiving Holiday (All offices closed)

October 9 – 13: Fall Reading Week (No Classes; All offices open Oct 10 - 13)

November 12: Last day to drop a first term half course without academic penalty

November 30: Last day to drop a full course without academic penalty

December 8: Classes end

December 9: Study Day

December 10 – 21: Mid-year Examination Period (Check your Exams Carefully!)

December 22 – January 7: Winter break (All offices closed December 22 – January 1)

14. Other Information

- Bring student identification to exams.
- Nothing is to be on/at one's desk during an exam except a pencil, an eraser, and the individual's student card
- Do not wear baseball caps to exams
- Do not bring music players, cell phones, beepers, or other electronic devices to exams

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

15. E-mail Policies

The following policies apply to all emails between students and the Professor. Please respect the fact that the Professor receives hundreds of emails from students and must deal with those emails in a fair and organized manner. Unacceptable emails will receive a reply saying only "Please see Email Policies on the course outline".

I will try to respond to email promptly, however I reserve the right to not respond to student email over the weekend or late at night. If you have important questions before tests or due dates, you must send them to me in a timely fashion to ensure you will get a timely response.

The course website will contain supplementary readings and lecture material that is critical to your success in this course.

The course website includes an announcements page and a forum. I will post important class announcements in these spaces throughout the term. **It is your responsibility to check the announcements and forum regularly.** If you have questions about course content or course logistics it is preferable that you post your questions or comments on the course forum. That way all students can benefit from the reply. This will also save me from answering the same query multiple times.

We will also be using a website for the collective bargaining simulation:

<http://negotiationsimulation.wordpress.com/2007/12/13/welcome-to-the-masons-cottage-negotiation-simulation/>

15.1 UWO.CA Email Addresses Only

For privacy reasons, students must use their Western email accounts to contact the Professor. The Professor will not respond to emails from non-uwo.ca addresses (e.g. hotmail.com, gmail.com, etc.).

15.2 Subject Line Must Include Course and Section Number

The subject line of emails must contain the name or number of the course, and the section number in which the student is enrolled. The Professor teaches different courses and sections and cannot properly respond to questions if she does not know which course or section you are enrolled in.

15.3 Acceptable Emails

- questions about the course content or materials that cannot be answered by this course outline
- asking to set up an appointment to ask questions or review an exam

- notification of illness or other special circumstances
- providing constructive comments or feedback about the course

15.4 Unacceptable Emails

- questions that may be answered on OWL or on this course outline
- asking when grades will be posted
- asking what grade a student received
- asking where or when an exam is scheduled or the material covered on an exam
- requests for grade increases, extra assignments, or reweighting of course components