

GRANDE PRAIRIE REGIONAL COLLEGE
BUSINESS ADMINISTRATION
COURSE OUTLINE

88-89

BA 234 - INDUSTRIAL RELATIONS

TEXT: Canadian Industrial Relations; Frank Kehoe and Maurice Archer; Twentieth Century Labour Publications, 1980
From Contract to Contract; Trevor R. Smith; The Bryant Press
Alberta Labour Relations Act

PREREQUISITE: Nil.

COURSE DESCRIPTION: An in-depth examination of historical and current practices in labor relations. The legal and social environments and their impact on the process of collective bargaining and contract administration will be stressed.

COURSE OBJECTIVES: To outline the historical and legal framework of modern industrial relations.

To familiarize students with current practices and issues in the field.

To provide an opportunity to practise and refine skills.

GRADING:

Mid Term Exam	25%
Final Exam	35%
Research Paper	30%
Class Contribution	10%

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Class Contribution - responses to questions
- questions initiated
- interaction with other students

If you refuse to contribute, your maximum stanine is 8.

Conversion from percentages to stanine as follows

90 - 100%	9
80 - 89	8
72 - 79	7
65 - 71	6
57 - 64	5
50 - 56	4
45 - 49	3
26 - 44	2
0 - 25	1

TESTS: Only those students who contact me before a scheduled test will be permitted to write a supplemental.

ASSIGNMENTS:

1. Barring legitimately exceptional circumstances, assignments are due by 3:00 p.m. on the due date (or in class for evening courses). Late assignments will be docked 10% per school day late. Please note that assignments are late as of 3:05 p.m.
2. Preferably assignments will be typed. However, so long as they are legible they will be accepted in handwritten form. Illegible papers will be returned unmarked.
3. At the College level, you are expected to submit assignments which are properly edited, free of spelling and grammatical errors. Assignments with excessive errors may be returned unmarked.

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4. Students are encouraged to discuss cases among themselves. However, unless the case is specifically designated as a group paper, write-ups are to be done independently. Plagiarism will be treated in the harshest possible terms.

PUNCTUALITY/ATTENDANCE: Classes will start on time and reviews of material already covered will not be provided for late students. While students are expected to attend class regularly attendance will not be taken. Failure to attend regularly will impact the class contribution portion of the final grade and will influence my willingness to provide remedial assistance. In other words, don't ask me for help if I haven't seen you in class for six weeks (barring legitimate reasons, of course).

FINALLY: The onus is on the student to seek help if required. I shall presume satisfactory progress and comprehension unless I hear to the contrary. There is no shame whatsoever in seeking assistance, and I shall happily provide it, but YOU must initiate the process. Please do so early as it is rather difficult to help in a significant way the day before the exam.

My office hours are only a guide to my availability. Please feel free to wander in as you see fit.

COURSE CONTENT: The following is purposefully brief and vague in order that time spent will be allocated accordingly to student interest and progress. Readings will be assigned as required.

Section I - Framework

The background and current status of the labour movement in Canada will be examined from a macro perspective.

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Section II - Certification

The process of certification plus the legal environment will be covered.

Section III - Collective Bargaining

After establishing principles and tactics of the process, students will be involved in one and perhaps two mock negotiations sessions.

Section IV - Contract Administration

Given that a contract exists, the administration of same will be outlined. Emphasis will be on grievances, corrective action and third party interventions. Role plays will be employed.

Section V - Current Issues

Labour relations is front page news; current issues will be explored.

CAVEAT: Students should be aware that dispassionate discussion of industrial relations is virtually impossible. Coming from a management background my bias is towards management. I shall try to counter this by guest speakers and other means.

SUGGESTED TOPICS: RESEARCH PAPERS

The papers should be approximately ten typewritten pages on the topic of your choice. The following are suggestions only:

- Describe, analyze and recommend for a real life system
- Professional unions - are they different?
- The political role of unions
- The right to strike - has it outlived its usefulness?
- Unions' role in safety
- C.L.C. - "the voice of labour" or self-destruction mechanism?

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- Technological change - union attitudes and activities
- Unions in Alberta - the meek leading the mild?
- Public sector unions and the right to strike
- Innovations in collective bargaining disputes; e.g. compulsory arbitration, final offer selection
- "The Big Generation" - impact on the labour movement
- Co-determination vs adversary - feasibility and desirability

Papers will be marked as follows:

Quality of Research	10
Quality of Analysis	15
Quality of Presentation	<u>5</u>
	30

Footnotes and bibliographies are expected. Plagiarism will be dealt with in the harshest possible means, and if there is any doubt as to the meaning of plagiarism, please ask.