Business Administration

Course Number:	**BUAD 279**
Course Title:	**INDUSTRIAL RELATIONS**
Credits:	3
Calendar Description:	An examination of the nature of labour relations in Canada; its history, objectives and philosophy. The structure and functions of the Canadian labour movement are studied as well as legislation governing industrial relations in the private and public sectors are studied. Particular emphasis is placed on the collective bargaining process and negotiations and management roles in the administration of the collective agreement. *(also offered by Distance Education)*
Semester and Year:	**Winter 2015**
Prerequisite(s):	BUAD 123
Corequisite(s):	No
Prerequisite to:	No
Final Exam:	Yes
Hours per week:	3
Graduation Requirement:	Elective – Diploma, Management option Elective – BBA & Diploma, HR Management option
Substitutable Courses:	No
Transfer Credit:	
Special Notes:	
Development Date:	November 2012
Revision Date:	November 2013

Chair's Approval:

Professors

Name	Phone number	Office	Email
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Learning Outcomes

Upon completion of this course students will be able to:

- Assess the historical and legal development of the Canadian labour movement.
- Analyze human resources problems in a unionized environment, having regard to the relevant legal principles.
- Design and propose effective strategies in the context of collective bargaining.

Course Objectives

This course will cover the following content including:

- See weekly Course Schedule.

Evaluation Procedure

Assignments	20%
Bargaining Simulation	20%
Mid-term Exam	20%
Final Exam *	40%
Total	100%

Notes

Assessment in this course is continuous and will use a bargaining simulation, class assignments a mid-term exam and a final exam.
Students must complete all course requirements.
*Students must pass the final exam to pass the course.
Regular attendance is required.
Written and oral communications are an integral part of this course.

Required Texts/Resources

Industrial Relations in Canada, McQuarrie, F.A.E., John Wiley Mississauga, 3rd edition 2011.

Course Schedule

Date		Topic	Textbook
Week of:		Monday Jan 5 Classes begin Family Day Feb 9 & Feb 10 to 13 Reading Break – no classes Good Friday Apr 3 & Easter Monday Apr 6 – no classes Tuesday Apr 14 Last day of regularly scheduled classes	
Jan	5	Introduction to Industrial Relations in Canada Theories of Industrial Relations	Ch 1, 2
	12	History of the Canadian Union Movement	Ch 3
	19	The Structure of Canadian Unions	Ch 4
	26	The Organizing Campaign	Ch 5
Feb	2	Establishing Union Recognition	Ch 6
	9 - 13	READING BREAK *(Feb 9 to 13 – no classes)*	
	16	**Mid-term Exam**	
	23	Defining and Commencing Collective Bargaining/The Collective Bargaining Process	Ch 7, 8
Mar	2	Bargaining Simulation	
	9	Bargaining Simulation	
	16	Strikes and Lockouts	Ch 9
	23	Third-Party Intervention During Negotiations	Ch 10
	30	The Grievance Arbitration Process	Ch 11
Apr	6	Changes to the Union or the Employer Future Issues for Workers	Ch 12, 13
Apr	17 – 25	Final Exam Period	

SKILLS ACROSS THE BUSINESS CURRICULUM

The Okanagan School of Business promotes core skills across the curriculum. These skills include reading, written and oral communications, computers, small business, and academic standards of ethics, honesty and integrity.

STUDENT CONDUCT AND ACADEMIC HONESTY

What is the Disruption of Instructional Activities?

At Okanagan College (OC), disruption of instructional activities includes student "conduct which interferes with examinations, lectures, seminars, tutorials, group meetings, other related activities, and with students using the study facilities of OC", as well as conduct that leads to property damage, assault, discrimination, harassment and fraud. Penalties for disruption of instructional activities include a range of sanctions from a warning and/or a failing grade on an assignment, examination or course to suspension from OC.

What is Cheating?

"Cheating includes but is not limited to dishonest or attempted dishonest conduct during tests or examinations in which the use is made of books, notes, diagrams or other aids excluding those authorized by the examiner. It includes communicating with others for the purpose of obtaining information, copying from the work of others and purposely exposing or conveying information to other students who are taking the test or examination."

Students must submit independently written work. Students may not write joint or collaborative assignments with other students unless the instructor approves it in advance as a group/team project. Students who share their work with other students are equally involved in cheating.

What is Plagiarism?

Plagiarism is defined as "the presentation of another person's work or ideas without proper or complete acknowledgement." It is the serious academic offence of reproducing someone else's work, including words, ideas and media, without permission for course credit towards a certificate, diploma, degree and/or professional designation. The defining characteristic is that the work is not yours.

"Intentional plagiarism is the deliberate presentation of another's work or ideas as one's own." Intentional plagiarism can be a copy of material from a journal article, a book chapter, data from the Internet, another student, work submitted for credit in another course or from other sources.

"Unintentional plagiarism is the inadvertent presentation of another's work or ideas without proper acknowledgement because of poor or inadequate practices. Unintentional plagiarism is a failure of scholarship; intentional plagiarism is an act of deceit."

What are the Students' Responsibilities to Avoid Plagiarism?

Students have a responsibility to read the OC Plagiarism Policy and Procedures outlined in the OC calendar, which is available in online format www.okanagan.bc.ca. Students must acknowledge the sources of information used on all their assignments. This usually involves putting the authors' name and the year of publication in parentheses after the sentence in which you used the material, then at the end of your paper, writing out the complete references in a Reference section.

"Students are responsible for learning and applying the proper scholarly practices for acknowledging the work and ideas of others. Students who are unsure of what constitutes plagiarism should refer to the UBC publication "*Plagiarism Avoided; Taking Responsibility for your Work".* This guide is available in OC bookstores and libraries.

Students are expected to understand research and writing techniques and documentation styles. The Okanagan School of Business requires the use of the APA or MLA style, but suggests that students cite references using the APA guidelines (see Publication Manual of the American Psychological Association, 6th edition (2009). A copy of the APA manual is available in the reference section and also available for circulation from OC libraries. The library website has access to these two major citing styles.

What are the Penalties for Plagiarism and Cheating?

The Okanagan School of Business does not tolerate plagiarism or cheating. All professors actively check for plagiarism and cheating and the Okanagan School of Business subscribes to an electronic plagiarism detection service. All incidents of plagiarism or cheating are reported and result in a formal letter of reprimand outlining the nature of the infraction, the evidence and the penalty. The Dean of the Okanagan School of Business and the Registrar record and monitor all instances of plagiarism and cheating. Penalties for plagiarism and cheating reflect the seriousness and circumstances of the offence and the range of penalties includes suspension from OC.