



COURSE IMPLEMENTATION DATE: January 1992  
 COURSE REVISED IMPLEMENTATION DATE: September 2013  
 COURSE TO BE REVIEWED: September 2019  
*(six years after UEC approval)* *(month, year)*

**OFFICIAL UNDERGRADUATE COURSE OUTLINE INFORMATION**

Students are advised to keep course outlines in personal files for future use.  
 Shaded headings are subject to change at the discretion of the department – see course syllabus available from instructor

<u>BUS 305</u>	<u>Professional Studies/School of Business</u>	<u>3</u>
COURSE NAME/NUMBER	FACULTY/DEPARTMENT	UFV CREDITS
	<u>Industrial Relations</u>	
COURSE DESCRIPTIVE TITLE		

**CALENDAR DESCRIPTION:**

The course is an introduction to labour relations and a basis for more specialized study. The course presents a critical analysis of labour-management relations in the workplace, its institutional and legal framework, and the organization and objectives of unions and management. The course should interest trade unionists and managers wanting to develop analytical skills relevant to and necessary for a career in labour relations, and those wanting to better understand and participate in the labour relations of their own workplace.

PREREQUISITES: BUS 201  
 COREQUISITES:  
 PRE or COREQUISITES:

**SYNONYMOUS COURSE(S):**

- (a) Replaces: \_\_\_\_\_
- (b) Cross-listed with: \_\_\_\_\_
- (c) Cannot take: \_\_\_\_\_ for further credit.

**SERVICE COURSE TO:** *(department/program)*

**TOTAL HOURS PER TERM:** 45

**STRUCTURE OF HOURS:**

Lectures:	<u>30</u>	Hrs
Seminar:	<u>15</u>	Hrs
Laboratory:	_____	Hrs
Field experience:	_____	Hrs
Student directed learning:	_____	Hrs
Other (specify):	_____	Hrs

**TRAINING DAY-BASED INSTRUCTION:**

Length of course: \_\_\_\_\_  
 Hours per day: \_\_\_\_\_

**OTHER:**

Maximum enrolment: 25  
 Expected frequency of course offerings: Every semester  
*(every semester, annually, every other year, etc.)*

**WILL TRANSFER CREDIT BE REQUESTED? (lower-level courses only)**  Yes  No  
**WILL TRANSFER CREDIT BE REQUESTED? (upper-level requested by department)**  Yes  No  
**TRANSFER CREDIT EXISTS IN BCCAT TRANSFER GUIDE:**  Yes  No

Course designer(s): <u>Dr. Fiona McQuarrie</u>	Date approved: _____
Department Head: <u>Dr. Don Miskiman</u>	Date of meeting: _____
Campus-Wide Consultation (CWC)	Date approved: _____
Curriculum Committee chair: <u>Kevin deWolde</u>	Date approved: _____
Dean/Associate VP: <u>Dr. Rosetta Khalideen</u>	Date of meeting: _____
Undergraduate Education Committee (UEC) approval	Date of meeting: <u>March 1, 2013</u>

**LEARNING OUTCOMES:**

Upon successful completion of this course, students will be able to:

1. Understand the legal and societal context of labour relations in Canada and British Columbia.
2. Explain and apply the major theoretical perspectives on industrial relations processes.
3. Explain the characteristics of the Canadian industrial relations system.
4. Explain and apply the major features of Canada's and British Columbia's labour relations legislation.
5. Understand and participate in the process of collective bargaining.
6. Understand and participate in the process of grievance arbitration.
7. Analyze a labour relations situation such as a grievance or a Labour Relations Board case, and develop and implement an appropriate resolution to the situation.

**METHODS:** *(Guest lecturers, presentations, online instruction, field trips, etc.)*

Lectures, discussions, simulations

**METHODS OF OBTAINING PRIOR LEARNING ASSESSMENT RECOGNITION (PLAR):**

- Examination(s)                       Portfolio assessment                       Interview(s)
- Other (specify): examination and portfolio assessment, or examination and interview
- PLAR cannot be awarded for this course for the following reason(s):

**TEXTBOOKS, REFERENCES, MATERIALS:**

*[Textbook selection varies by instructor. An example of texts for this course might be:]*

McQuarrie, F. (2011). *Industrial Relations in Canada* (3<sup>rd</sup> edition). Toronto: John Wiley & Sons.

**SUPPLIES / MATERIALS:**

**STUDENT EVALUATION:** *[An example of student evaluation for this course might be:]*

Individual written assignment	20%
Arbitration exercise	15% (peer evaluated)
Collective bargaining exercise	15% (peer evaluated)
Midterm examination	20%
Final examination	30%

**COURSE CONTENT:** *[Course content varies by instructor. An example of course content might be:]*

<b>WEEK</b>	<b>SUBJECT</b>
1	Introduction to course The industrial relations framework
2	The IR environment
3	Theories and history of The Canadian labour movement
4	Structure and functions of the Canadian labour movement
5	Labour legislation
6	Midterm
7	Negotiation/preparation for bargaining simulation
8	Bargaining simulation
9	Third party arbitration in bargaining
10	Grievances and arbitration/preparation for arbitration simulation
11	Arbitration simulation
12	Future issues in Canadian industrial relations
13	Summary/conclusion