

A: Division: APPLIED PROGRAMS
B: Department: COMMERCE AND BUSINESS ADMINISTRATION
Program: BUSINESS

Date: MAY 1995

New Course:

Revision of Course Information Form: NOVEMBER 1993

C: BUSN 451 **D: INDUSTRIAL RELATIONS** **E: 3**

Subject & Course No. **Descriptive Title** **Semester Credit**

F: Calendar Description: This course is an introduction to the Canadian industrial relations system, including: the historical development of trade unions; the structure, organization and operation of unions; public policy covering labour and employment relations; union certification; collective bargaining; contract administration; dispute resolution; and, contemporary issues in labour relations.

Summary of Revisions:
(Enter date & section)
Eg. Section C,E,F

1995-05 Section N,O

G: Type of Instruction: Hours per Week/per Semester

Lecture	3	Hrs.
Laboratory		Hrs.
Seminar	1	Hrs.
Clinical Experience		Hrs.
Field Experience		Hrs.
Practicum		Hrs.
Shop		Hrs.
Studio		Hrs.
Student Directed Learning		Hrs.
Other		Hrs.
TOTAL	4	HOURS

H: Course Prerequisites:

Algebra 11

I: Course Corequisites:

nil

J: Course for which this Course is a Prerequisite:

nil

K: Maximum Class Size:

35

L: College Credit Transfer

College Credit Non-transfer X

M: Transfer Credit:

Requested: X

Granted:

Specify Course Equivalents or Unassigned Credit as Appropriate:

U.B.C.

S.F.U.

U. Vic.

Other:

Patricia Brown

COURSE DESIGNER(S)

[Signature]

DIRECTOR/CHAIRPERSON

[Signature]
P. H. Dryden

DIVISIONAL DEAN

REGISTRAR

N: Textbooks and Materials to be Purchased by Students (Use Bibliographic Form):

Anderson, Gunderson et al. Union-Management Relations in Canada, Latest Edition. Addison-Wesley.

B.C. Labour Code

Guide to the B.C. Labour Code

Complete Form with Entries Under the Following Headings:

O: Course Objectives; P: Course Content; Q: Method of Instruction;
R: Course Evaluation

O. COURSE OBJECTIVES

The student will:

1. Examine the purpose and history of trade unions in Canada.
2. Review the current structures, organization and operations of unions.
3. Examine public policy and legislation covering labour and employment relations.
4. Examine the processes of union certification, collective bargaining, and the administration of collective agreements.
5. Understand effective negotiating approaches for resolving conflict and demonstrate this knowledge by role-playing in a collective bargaining simulation.
6. Examine contemporary issues in labour relations.

P. COURSE CONTENT

1. Nineteenth century origins of Canada's labour movement. International unions. Craft and industrial unions. The Winnipeg general strike. Socio-political forces affecting the growth and support for unions. The Great Depression, war and post-war labour-management conflict. Government response and legislation.
2. The union local, national and international structures. Labour councils and federations. The Canadian Labour Congress. Unions and union membership in Canada.
3. Labour legislation and public policy. B.C. Labour Code and guide. Employment Standards Act. Impact of Human Rights legislation.

P. COURSE CONTENT Continued

4. Reasons employees join unions. The certification process. Collective bargaining. Contract administration. Grievances. Arbitration. Conciliation. Mediation. Strikes and lockouts.
5. Contemporary issues. Recent changes to legislation. Labour and the NDP.

Q. METHOD OF INSTRUCTION

Methods will include lectures, seminars, text and reading assignments, role-playing and classroom discussion. Guest speakers and audio-visual materials will be used where appropriate. All students will participate in a collective bargaining simulation.

R. COURSE EVALUATION

Midterm Examination	20 %
Final Examination	30 %
Simulation	30 %
Participation	10 %
Case Study	<u>10 %</u>
	100 %
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