



**Douglas
College**

EFFECTIVE: SEPTEMBER 2002

CURRICULUM GUIDELINES

A: Division: **Instructional** Date: **February 2002**

B: Department/ **Commerce & Business Admin.** New Course ☐ Revision ☒

Program Area: **Business Management**

If Revision, Section(s) Revised: **H**

Date Last Revised: **1995-05: N,O**

C: **BUSN 451** D: **Industrial Relations** E: **3**

Subject & Course No.	Descriptive Title	Semester Credits
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		
G: Allocation of Contact Hours to Types of Instruction/Learning Settings Primary Methods of Instructional Delivery and/or Learning Settings: Lectures and Seminars Number of Contact Hours: (per week / semester for each descriptor) Lecture: 3 Hrs. Seminar: 1 Hr. Total: 4 Hrs. Number of Weeks per Semester: 15 Weeks X 4 Hours Per Week = 60 Hours	H: Course Prerequisites: Algebra 11 and effective September 2002, English 12 with a letter grade of "C" or better or approved equivalent.	
	I: Course Corequisites: nil	
	J: Course for which this Course is a Prerequisite: nil	
	K: Maximum Class Size: 35	
L: PLEASE INDICATE: <input type="checkbox"/> Non-Credit <input type="checkbox"/> College Credit Non-Transfer		

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College Credit Transfer:

Requested

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Granted

☐SEE BC TRANSFER GUIDE FOR TRANSFER DETAILS (www.bccat.bc.ca)**M:** Course Objectives/Learning Outcomes

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.

N: 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.
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.
6. Examine contemporary issues in labour relations.

O: Methods 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.

P: Textbooks and Materials to be Purchased by Students

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

B.C. Labour Code

Guide to the B.C. Labour Code

Q: Means of Assessment

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

R: Prior Learning Assessment and Recognition: specify whether course is open for PLAR

No.

Course Designer(s): **Name**

Education Council/Curriculum Committee Representative

Dean/Director: **Jim Sator**

Registrar: **Trish Angus**