

**COMM 206**  
**EMPLOYMENT AND INDUSTRIAL RELATIONS**  
**Course Outline – SAMPLE ONLY**

**INSTRUCTOR:** Dr. Scott Walsworth  
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**WEBSITE:** Supported by Blackboard  
**OFFICE:** Room 283, Commerce Building  
**OFFICE HOURS:** Tuesdays and Thursdays,  
11:30am – 12:30pm



***COURSE DESCRIPTION:***

The course examines theories of industrial relations; union organization and structure; labour legislation in Canada; negotiating and administering the collective agreement; among other topics. The aim is to introduce the student to the complexities of the labour management relationship and to explore various techniques for successfully managing this critical area of business.

***COURSE TEXT:***

Hebbon, Robert and Trevor Brown. 2008. Industrial Relations in Canada. Thomson Nelson.

***METHOD OF INSTRUCTION:***

The teaching method is a combination of lecture, discussion, case studies, and simulations. Students are responsible for all of the assigned readings unless the Instructor advises otherwise.

***METHOD OF EVALUATION:***

Mid Term Test.....	20%
Bargaining Simulation.....	35%
Final Exam* .....	45%
TOTAL	100%

\*Students must pass the final exam to pass the course.

***COURSE WEBSITE***

This course has a website on the University's Blackboard system found at [http://www.usask.ca/its/services/instructional\\_tech/blackboard/](http://www.usask.ca/its/services/instructional_tech/blackboard/). All students registered for the course, have access to the website ; students need to be registered in this class in order to access the website. Class slides will be posted prior to each class. It is recommended that students print out copies to bring to class (to limit the note taking that will be otherwise required). It is essential that students check this website regularly as important information will be posted on this site. Any changes to class content, information about tests, announcements about readings, etc, will all appear on this website.

## ***COURSE SCHEDULE***

While best attempts will be made to follow this outline, it may be necessary to adjust the outline during the term. In this event, the instructor will discuss the changes with the class prior to making the amendment. The dates for the Mid-term Test and the Bargaining Simulation will not be changed.

Week 1 Jan. 6, 8	Course Information Introduction to Industrial Relations, What Do Unions Do?	Text, Chp. 10
Week 2 Jan. 13, 15	Theories of Industrial Relations	Text, Chp. 1
Week 3 Jan. 20, 22	History of the Canadian Union Movement <i>Students will form into five member groups</i>	Text, Chp. 4
Week 4 Jan. 27, 29	Structure and Function of Canadian Unions, the Statutory Framework, the Organizing Campaign	Text, Chp. 2
Week 5 Jan. 3, 5	Establishing Union Recognition: the Certification Process and Unfair Labour Practices	Text, Chp. 5
Week 6 Feb. 10, 12	<b>Mid-term Test (Feb 10);</b> Simulation Group Work Students are responsible for all material up to Week 6.	
Week 7 Feb 24, 26	Collective Bargaining: the legislative framework and strategies	Text, Chp. 7
Week 8 Mar. 3, 5	The Collective Agreement; Third-Party Intervention During Negotiations, Strikes and Lockouts,	Text, Chp. 8 Text, Chp. 9
Week 9 Mar. 10, 12	Grievance Arbitration In-class group preparation time	Text, Chp. 6
Week 10 Mar. 17, 19	Collective Bargaining Simulation Exercise <b><i>Hand-in the Bargaining Plan at the beginning of the class on Tuesday. Hand-in the Final Settlement Form at the end of the class on Thursday.</i></b>	
Week 11 Mar. 24, 26	Topical Issues in Employment: Globalization <i>Collective Bargaining Simulation Final Settlement Results</i>	Text, Chp 13 See Blackboard
Week 12 Mar. 31 Apr. 2	Topical Issues in Employment: Outsourcing Video: <i>Bombay Calling</i> , National Film Board of Canada, 2006. <b><i>Hand-in Collective Bargaining Simulation Analysis</i></b>	See Blackboard
Week 3 Apr. 7	Course Review and Practice Case Study Responses (Preparation for the final exam)	Practice cases to be distributed in-class
The final exam is scheduled by the Examinations Department of Student and Enrolment Services. Do not make travel plans prior to the final examination date. The last day for term two final examinations is April 30, 2009.		