



**Business 3218 Legal Aspects of Labour Management Relations**  
**Faculty of Business Administration**  
**Winter 2023**

**CONTACT INFORMATION**

**Instructor**

**Name:** TBD

**Email:** TBA

**Office Location:** TBA

**Office Hours:** By appointment via Zoom

**Course Identification:**

**Course Number:** BUSI-3218

**Course Name:** Legal Aspects of Labour Management Relations

**Campus:** Thunder Bay

**Course Location:** through Zoom

**Class Times:** MW 1:00PM-2:30PM

**Prerequisites:** None

**COURSE DESCRIPTION**

This is an introductory course in labour relations. Its purpose is to provide students with a basic understanding of the participants in the collective bargaining process and the legal environment in which they operate. A variety of teaching techniques are used including: lectures, discussions, cases, video clips, and simulations. A considerable amount of participation is required by all students.

**COURSE LEARNING OBJECTIVES**

This course examines the relationship between three “actors”: labour (employees and their associations), management (employers and their associations), and government and associated agencies.

**LEARNING OUTCOMES**

This course uses a historical and legalistic perspective to acquaint the student with:

1. The impact of the union movement on both union and non-union organizations
2. The structure of the Canadian union movement and its constituent unions
3. Types of legislation that have an impact on the union movement and the impact of the union movement on various types of legislation

4. The negotiation of a collective agreement
5. The administration of a collective agreement
6. The alternatives for resolving and preventing industrial disputes
7. Predictions for the future of Canadian industrial relations

## **REQUIRED MATERIALS**

**Course Website(s)** : myCourseLink

**Textbook:**

Hebdon, Brown, Walsworth, Industrial Relations in Canada Fourth Edition [ISBN-13: 978- 0-17-689170-1]

**Other Reading:** TBA in class

## **COURSE SCHEDULE**

*The following is the planned course schedule. In the event that a scheduled class is cancelled, a make-up class will be scheduled and the course schedule adjusted accordingly.*

Week	Topic	Material
1	Ch. 1	Course overview; A model for understanding industrial relations and the historical environment
2	Ch. 2	Labour history
3	Ch. 3 Ch. 4	Economic, social, and political environments; The legal environment
4	Ch. 5	The union perspective
5	Ch. 6	The management perspective
6	Study week – no classes!	
7	Midterm exam	Ch. 1-6
8	Ch. 7	Collective bargaining
9	Ch. 8	Collective agreement administration
10	Ch. 9 Ch. 10	Conflict resolution; Third-party dispute resolution
11	Negotiation	



	simulation	
12	Ch. 11. Ch. 12	Impact of unionization; Public sector issues
13	Final exam	Ch. 7-12

## **EVALUATION**

Students are expected to attend classes regularly and to participate in class discussions and group exercises. Students who miss the simulation exercise(s) or who leave early will be given a mark of '0' for this part of the course. Students are responsible for all material contained in the assigned chapters of the text and readings. Students are also responsible for all material covered in the lectures and assignments.

Midterm exam	25%
Final Exam	25%
Negotiation simulation	25%
In-class assignments (group)	<u>25%</u>
	100%

### **Midterm and Final exams**

The exams will include multiple-choice and short answer questions. Each exam will be written during class time on the date referenced in the above Course Schedule and will cover material from the textbook chapters identified above, as well as in-class discussions.

### **Negotiation Simulation:**

Students will work within their teams in carrying out collective bargaining simulations with other class teams. The assignment will require students to prepare negotiations briefs, conduct negotiations, and ratify an agreement. Additional information will be provided on D2L.

### **In-class Assignments:**

There will be in-class exercises (e.g., mini-case analysis, exercise). Some class time will be provided for these assignments. Some of the assignments will be team-based.

### **Missed Exams**

Make-up examinations will only be given with written documentation from a healthcare practitioner using the official Student Health Certificate, available at this [link](#)

There will be no rescheduling of examinations to accommodate holiday travel or extracurricular activities. No one will be allowed to write examinations prior to the scheduled date.

To be eligible to write final examinations that they have missed due to illness or other



extenuating circumstances, students **must comply fully** with the applicable section of **University Regulation IV** accessible online at this [link](#)

Note: Documentation must be provided no later than three (3) working days after the date of the original final examination. The **Certificate of Illness or Incapacitation** must be dated as seen by the Medical Professional no later than one (1) working day after the examination.

With respect to eligibility to write tests that have been missed, there must again be full compliance with University Regulation IV - except that the completed and signed "Certificate of Illness or Incapacity" or, in the case of exceptional circumstances other than illness, official supporting documentation, must be submitted directly to the instructor rather than Enrolment Services.

### **OTHER COURSE POLICIES**

Laptops: Students may use laptops in class for class-related activities only.

### **REGULATIONS**

It is the responsibility of each student registered at Lakehead University to be familiar with, and comply with all the terms, requirements, regulations, policies and conditions in the Lakehead University [Academic Calendar](#). This includes, but is not limited to, Academic Program Requirements, Academic Schedule of Dates, University and Faculty/School Policies and Regulations and the Fees and Refund Policies and Schedules (Lakehead University Regulations webpage, 2022-23).

### **ACADEMIC INTEGRITY**

A breach of Academic Integrity is a serious offence. The principle of Academic Integrity, particularly of doing one's own work, documenting properly (including use of quotation marks, appropriate paraphrasing and referencing/citation),

collaborating appropriately, and avoiding misrepresentation, is a core principle in university study. Students should view the [Student Code of Conduct - Academic Integrity](#) for a full description of academic offences, when Academic Integrity breaches are suspected and sanctions for breaches of Academic Integrity. Student should pay special attention to Section III: Violations of this Academic Integrity Code for definition of offences under the Code of Conduct -Academic Integrity, Students disciplined under the Code of Student Behaviour and Disciplinary Procedures may appeal their case. Please view the [Appeal Procedures](#) for more details.

Note: "Plagiarism" shall be deemed to include:

1. Plagiarism of ideas as where an idea of an author or speaker is incorporated into the body of an assignment as though it were the writer's idea, i.e. no credit is given the person



through referencing or footnoting or endnoting.

2. Plagiarism of words occurs when phrases, sentences, tables or illustrations of an author or speaker are incorporated into the body of a writer's own, i.e. no quotations or indentations (depending on the format followed) are present but referencing or footnoting or endnoting is given.

3. Plagiarism of ideas and words as where words and an idea(s) of an author or speaker are incorporated into the body of a written assignment as though they were the writer's own words and ideas, i.e. no quotations or indentations (depending on format followed) are present and no referencing or footnoting or endnoting is given.

### **SUPPORT FOR STUDENTS**

There are many resources available to support students. These include but are not limited to:

- [Health and Wellness](#)
- [Student Success Centre](#)
- [Student Accessibility Services](#)
- [Library](#)
- [Lakehead International](#)
- [Indigenous Initiatives](#)

Lakehead University is committed to achieving full accessibility for persons with disabilities. Part of this commitment includes arranging academic accommodations for students with disabilities and/or medical conditions to ensure they have an equitable opportunity to participate in all of their academic activities. If you are a student with a disability and think you may need accommodations, you are strongly encouraged to contact Student Accessibility Services (SAS) and register as early as possible. For more information, please contact [Student Accessibility Services](#) (SC0003, 343-8047 or [sas@lakeheadu.ca](mailto:sas@lakeheadu.ca))

## APPENDIX I

### TEAM REPORT: EDITORIAL SIGN OFF

<b>Team Member</b> <i>(please type or print name clearly)</i>	<b>Percentage of Contribution</b> <i>(equal percentages indicate equal contribution)</i>

By signing below, I acknowledge that our group has agreed with the above assessment of group member contribution. If the group is unable to reach agreement, they must meet with the instructor prior to the due date.

By signing below, I acknowledge that I have read the final synthesized report. I have offered comments and corrections to the final report with regard to grammar, spelling, punctuation and duplication of content. To the best of my knowledge, everything in this report represents original work. Any ideas or concepts that are not original have been referenced.

<b>Team Member Names</b> <i>(please print or type clearly)</i>	<b>Team Member Signatures:</b>	<b>Date:</b>

\* This form must be attached to the back page of the final report

## APPENDIX II

### GRADING SCHEME:

### [Undergraduate Course]

A+	90 to 100%	Outstanding understanding of the course concepts including integration of materials and ideas, ability to apply knowledge to situations
A	80 to 89%	
B	70 to 79%	Above average to excellent knowledge, ability to apply knowledge to situations
C	60 to 69%	Satisfactory knowledge including ability to recognise and apply major course concepts, and to progress to next level of course
D	50 to 59%	Some grasp of course concepts; will likely encounter difficulty with higher levels
F	1 to 49%	Failed to meet minimum requirements of the course
F	0	Failure resulting from academic dishonesty

**Students are advised to refer to the University Calendar to ensure that they have adequate grades and/or average to proceed in their program. Some course /program requirements require a higher average than the minimums stated above.**