

COURSE CODE: BUAD 279

COURSE TITLE: Industrial Relations

Calendar Description

An examination of the nature of labour relations in Canada; its history, objectives and philosophy. The structure and functions of the Canadian labour movement are studied as well as legislation governing industrial relations in the private and public sectors are studied. Particular emphasis is placed on the collective bargaining process and negotiations and management roles in the administration of the collective agreement. (also offered by Distance Education)

Prerequisite(s): BUAD 123, 269

Co-requisite(s): None

Prerequisite For: None

Substitutable Courses: None

Graduation Requirement: Diploma, Management option - Elective
BBA & Diploma, Management option - Elective

Transfer Credit: None

Special Notes: None

Credits: 3

Hours per Week: 3

Originally Developed: November 2012

EDCO Approval: November 2013

CHAIR'S APPROVAL:



Learning Outcomes

- Outcome Upon completion of this course students will be able to:
- 1 **Explain** the historical and legal development of industrial relation in the Canadian context.
 - 2 **Summarize** the provisions of the British Columbia *Labour Relations Code* applicable to organizing campaigns, certification applications, collective bargaining, strikes and lockouts, picketing activities and the administration of collective agreements
 - 3 **Design** effective strategies in a collective bargaining simulation.
 - 4 **Apply** legal criteria to resolve common industrial relations problems.
 - 5 **Justify** human resources management decisions in a unionized environment

Course Objectives

- Objectives This course will cover the following content:
See weekly Course Schedule

Professors

Name	Phone Number	Office	Email
Nathanael Massey (Course Captain)	250-762-5445 ext. 4291	C127	nmassey@okanagan.bc.ca

Evaluation Procedure

Term Work (Group & Individual)	15 %
Bargaining Simulation (Group)	25 %
Mid-term Exam	25 %
Final Exam	35 %
Total	100 %

Generative AI tools are not permitted in any case.

- The use of generative AI tools, including ChatGPT, Grammarly, and other similar tools, to complete or support the completion of any form of assignment or assessment in this course is not allowed. Use of these tools is considered cheating through the use of unauthorized aids (see Academic Integrity Policy section 6.1) and would be considered academic misconduct and have serious consequences, including but not limited to, a grade of zero on the assignment or assessment or a grade of zero in the course.

Required Materials

Industrial Relations in Canada, McQuarrie, F.A.E., John Wiley Mississauga, 4th edition 2015.

Notes

Assessment in this course is continuous and will use a bargaining simulation, assignments, a mid-term exam, and a final exam. Instructions for assignments and the bargaining simulation will be provided by the professor.

Students must complete all course requirements to pass the course.

Regular attendance is required.

Written and oral communications are an integral part of this course.

Course Schedule

(Subject to change at the discretion of the professor)

Date		Topic	Textbook
2025 Week of:		Monday, January 6 th , First day of class Friday, January 17 th , Last day to register for Winter 2025 Friday, January 17 th , Last day to withdraw from class without academic penalty Monday, February 17 th , Statutory Holiday (no classes) Tuesday, February 18 th – Friday, February 21 st , Mid-semester break (no classes) Friday, April 11 th , Last day of classes Friday, April 18 th and Monday, April 21 st – Statutory Holidays (no classes) Tuesday, April 15 th – Tuesday, April 29 th – Final Exam Period	Chapter(s):
7-Jan-25	1	Introduction to Industrial Relations Theories of Industrial Relations	Ch 1, 2
14-Jan-25	2	History of the Canadian Union Movement	Ch 3
21-Jan-25	3	The Structure of Canadian Unions The Organizing Campaign (Part I)	Ch 4, 5
28-Jan-25	4	The Organizing Campaign (Part II) Establishing Union Recognition (Part I)	Ch 5, 6
4-Feb-25	5	Establishing Union Recognition (Part II) Midterm Review	Ch 6
11-Feb-25	6	Midterm Exam (11th) Defining and Commencing Collective Bargaining	Ch 7
18-Feb-25		Reading Week	
25-Feb-25	7	Defining and Commencing Collective Bargaining (continued) The Collective Bargaining Process	Ch 7, 8
4-Mar-25	8	Strikes and Lockouts Third-Party Interventions During Negotiations (Part I)	Ch 9, 10
11-Mar-25	9	Third-Party Interventions During Negotiations (Part II) Bargaining Simulation, Session 1	Ch 10
18-Mar-25	10	Bargaining Simulation, Session 2 Bargaining Simulation, Session 3	
25-Mar-25	11	Bargaining Simulation, Session 4 The Grievance Arbitration Process	Ch 11
1-Apr-25	12	Future Issues in Industrial Relations (Part I)	Ch 13
8-Apr-25	13	Future Issues in Industrial Relations (Part II) Final Exam Review	Ch 13
15 to 29 - Apr-25	14, 15	Final Exam Period	

Skills Across the Business Curriculum

The Okanagan School of Business promotes core skills across the curriculum. These skills include reading, written and oral communications, computers, small business, and academic standards of ethics, honesty and integrity.

Student Conduct and Academic Honesty

What is the Disruption of Instructional Activities?

At Okanagan College (OC), disruption of instructional activities includes student “conduct which interferes with examinations, lectures, seminars, tutorials, group meetings, other related activities, and with students using the study facilities of OC”, as well as conduct that leads to property damage, assault, discrimination, harassment and fraud. Penalties for disruption of instructional activities include a range of sanctions from a warning and/or a failing grade on an assignment, examination or course to suspension from OC.

What is Cheating?

“Cheating includes but is not limited to dishonest or attempted dishonest conduct during tests or examinations in which the use is made of books, notes, diagrams or other aids excluding those authorized by the examiner. It includes communicating with others for the purpose of obtaining information, copying from the work of others and purposely exposing or conveying information to other students who are taking the test or examination.”

Students must submit independently written work. Students may not write joint or collaborative assignments with other students unless the instructor approves it in advance as a group/team project. Students who share their work with other students are equally involved in cheating.

What is Plagiarism?

Plagiarism is defined as “the presentation of another person’s work or ideas without proper or complete acknowledgement.” It is the serious academic offence of reproducing someone else’s work, including words, ideas and media, without permission for course credit towards a certificate, diploma, degree and/or professional designation. The defining characteristic is that the work is not yours.

“Intentional plagiarism is the deliberate presentation of another’s work or ideas as one’s own.” Intentional plagiarism can be a copy of material from a journal article, a book chapter, data from the Internet, another student, work submitted for credit in another course or from other sources.

“Unintentional plagiarism is the inadvertent presentation of another’s work or ideas without proper acknowledgement because of poor or inadequate practices. Unintentional plagiarism is a failure of scholarship; intentional plagiarism is an act of deceit.”

What are the Students’ Responsibilities to Avoid Plagiarism?

Students have a responsibility to read the OC Plagiarism Policy and Procedures outlined in the OC calendar, which is available in online format www.okanagan.bc.ca. Students must acknowledge the sources of information used on all their assignments. This usually involves putting the authors’ name and the year of publication in parentheses after the sentence in which you used the material, then at the end of your paper, writing out the complete references in a Reference section.

“Students are responsible for learning and applying the proper scholarly practices for acknowledging the work and ideas of others. Students who are unsure of what constitutes plagiarism should refer to the UBC publication “*Plagiarism Avoided; Taking Responsibility for your Work*”. This guide is available in OC bookstores and libraries.

Students are expected to understand research and writing techniques and documentation styles. The Okanagan School of Business requires the use of the APA or MLA style, but suggests that students cite references using the APA guidelines (see Publication Manual of the American Psychological Association, 6th edition (2009)). A copy of the APA manual is available in the reference section and also available for circulation from OC libraries. The library website has access to these two major citing styles.

What are the Penalties for Plagiarism and Cheating?

The Okanagan School of Business does not tolerate plagiarism or cheating. All professors actively check for plagiarism and cheating and the Okanagan School of Business subscribes to an electronic plagiarism detection service. All incidents of plagiarism or cheating are reported and result in a formal letter of reprimand outlining the nature of the infraction, the evidence and the penalty. The Dean of the Okanagan School of Business and the Registrar record and monitor all instances of plagiarism and cheating. Penalties for plagiarism and cheating reflect the seriousness and circumstances of the offence and the range of penalties includes suspension from OC.