



**HRIR 7168 (3.0 CH)**  
**LABOUR & EMPLOYEE RELATIONS**  
**Fall 2008**

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**INSTRUCTOR**

Name: Sean MacDonald

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Office Hours: Tues/Thurs 10:00-11:30  
Wed 5:30 6:00

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**COURSE DESCRIPTION**

This course examines the systems of labour and employee relations in Canada as it compares with the systems of other countries. Emphasis upon understanding and managing labour and employee relations in a changing economy.

**COURSE OBJECTIVE**

This course will provide a broad overview of labour relations in Canada. The theory of labour relations and the workplace applications will be studied.

Format: The class will be taught through the use of lectures and class discussion is encouraged. Time will be set aside most classes to discuss current events related to labour and employment issues.

**LEARNING OUTCOMES**

**Upon completion students should:**

- Acquire a rudimentary understanding of industrial relations terminology and issues
- Describe the nature of labour relations in Canada-past, present and future
- Prepare and argue a detailed workplace arbitration hearing
- Understand specific criteria to assess and evaluate the nature of industrial relations at the workplace you are most familiar with.

**TEXT**

Industrial Relations in Canada, 2<sup>nd</sup> edition, by Fiona A. E. McQuarrie, The Labour Relations Act 2006. John Wiley and Sons

## **EVALUATION**

Students will be evaluated as follows:

Class Participation	15%
Test # 1 – Oct 15	15%
Test # 2 – Nov 5	20%
Test # 3 – Dec 3	20%
Written assignment	20%
Arbitration Exercise	<u>10%</u>
TOTAL	100%

The individual class participation mark will be a combination of class attendance and quality of comments made in class.

## **ATTENDANCE AND CLASS PARTICIPATION**

You are expected to attend all classes. Active class participation will be considered an extra that can help a borderline grade.

## **GRADES**

92 – 100	A <sup>+</sup>
82 – 91.9	A
76 – 81.9	B <sup>+</sup>
70 – 75.9	B
65 – 69.9	C <sup>+</sup>
60 – 64.9	C
50 – 59.9	D
Below 50%	F

## **DISABLED STUDENTS**

Students are encouraged to contact Disability Services at 474-6213 or the instructor should special arrangements need to be made to meet course requirements.

**COURSE OUTLINE**

The following course outline is not set in stone. Topics may take more or less time to cover than is indicated. This should be used for general reference only. Additional readings will be provided in class.

<b>Date</b>	<b>Class #</b>	<b>Topic</b>	<b>Chapter</b>
Oct 1	1	Introduction to Industrial Relations; Theories of Industrial Relations	1, 2
Oct 8	2	Guest Speaker History of the Canadian Union Movement; Structure of Canadian Unions Organizing Campaigns	3, 4, 5
Oct 15	3	Establishing Recognition Test # 1 (15%)	6
Oct 22	4	Defining and Commencing Collective Bargaining, Process, Strikes and Lockouts	7, 8, 9
Oct 29	5	Class Negotiation Exercise	
Nov 5	6	Third Party Intervention Test # 2 (20%)	10
Nov 12	7	Grievance Arbitration Process	11, 12
Nov 19	8	Arbitration Exercise	
Nov. 26	9	Changes to Unions; Future Issues for Workers Verbal Project Presentations	13
Dec 3	10	Verbal Project Presentations Test # 3 (20%)	



## ACADEMIC INTEGRITY

I.H. Asper School of Business—Faculty of Management, The University of Manitoba

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It is critical to the reputation of the I. H. Asper School of Business and of our degrees that everyone associated with our faculty behaves with the highest academic integrity. As the faculty that helps create business and government leaders, we have a special obligation to ensure that our ethical standards are beyond reproach. Any dishonesty in our academic transactions violates this trust. The University of Manitoba Graduate Calendar addresses the issue of academic dishonesty under the heading “Plagiarism and Cheating.” Specifically, acts of academic dishonesty include, but are not limited to:

- using the exact words of a published or unpublished author without quotation marks and without referencing the source of these words
- duplicating a table, graph or diagram, in whole or in part, without referencing the source
- paraphrasing the conceptual framework, research design, interpretation, or any other ideas of another person, whether written or verbal (e.g., personal communications, ideas from a verbal presentation) without referencing the source
- copying the answers of another student in any test, examination, or take-home assignment
- providing answers to another student in any test, examination, or take-home assignment
- taking any unauthorized materials into an examination or term test (crib notes)
- impersonating another student or allowing another person to impersonate oneself for the purpose of submitting academic work or writing any test or examination
- stealing or mutilating library materials
- accessing tests prior to the time and date of the sitting
- changing name or answer(s) on a test after that test has been graded and returned
- submitting the same paper or portions thereof for more than one assignment, without discussions with the instructors involved.

Many courses in the I. H. Asper School of Business require group projects. Students should be aware that group projects are subject to the same rules regarding academic dishonesty. Because of the unique nature of group projects, all group members should exercise special care to insure that the group project does not violate the policy on Academic Integrity. Should a violation occur, group members are jointly accountable unless the violation can be attributed to a specific individual(s).

Some courses, while not requiring group projects, encourage students to work together in groups (or at least do not prohibit it) before submitting individual assignments. Students are encouraged to discuss this issue as it related to academic integrity with their instructor to avoid violating this policy.

In the I. H. Asper School of Business, all suspected cases of academic dishonesty are passed to the Dean’s office in order to ensure consistency of treatment.



# MEDICAL ABSENTEEISM FORM

L.H. Asper School of Business—Faculty of Management, The University of Manitoba

## STUDENT IDENTIFICATION: (PLEASE PRINT CLEARLY)

_____	_____	_____	_____
Last Name	First Name	Middle Initial	U of M Student Identification Number
_____	_____		
Course #	Instructor Name		
_____	_____		
Student's Signature	Date		

## TO BE COMPLETED BY THE ATTENDING PHYSICIAN: (after the above section is completed) (PLEASE PRINT CLEARLY)

_____	_____	_____
Physician's Last Name	Physician's First Name	Middle Initial
_____	_____	_____
Street Address	City, Province	Postal Code
_____	_____	
Telephone Number	Fax Number	

**To the attention of the physician:** Your evaluation of the student's condition is being used for the purpose of determining whether or not the student has a valid reason to miss an important exam or assignment. Your professional evaluation is necessary to ensure that only valid cases are excused.

**I certify that the nature of the student's condition is severe enough to prevent the student from taking an exam or completing an assignment. If requested, my associates or I will verify for the above named instructor/administrator that this information is accurate.**

The student's condition will likely span the following dates:

_____	until	_____
(Indicate start date)		(Indicate end date)
_____		_____
Physician's Signature		Date

## NOTES TO PHYSICIAN:

- Please make a note in the student/patient's file indicating that the student has given the above named instructor/administrator permission to verify with you, your staff, or your colleagues, that the information contained on this form is correct. Thank you for your professional evaluation of this student's condition.
- **PLEASE ATTACH THIS FORM TO YOUR REGULAR OFFICE STATIONERY THAT INDICATES THE STUDENT VISITED YOUR OFFICE.**

## NOTES TO STUDENT:

- The use of this form is at the option of the student. However, in order to obtain an excused absence for an assignment or exam the student must obtain a doctor's certification that the student's condition is severe enough to prevent the student from taking the exam or completing the assignment.
- It is **NOT SUFFICIENT** to provide a note that only indicates the student visited the doctor's office.



**ASPER  
MBA**

## **FACULTY BIOGRAPHY**

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I.H. Asper School of Business—Faculty of Management, The University of Manitoba

### **Sean MacDonald**

Sean MacDonald is currently an instructor in the Asper School of Business, the Faculty of Labor Studies, and the Continuing Education Division (CED) at the University of Manitoba. Previous job experiences include a Business Manager of several medical departments at Health Sciences Centre, and President of the University of Winnipeg Students Association.