

# Business Administration

Course Number: **BUAD 279**

Course Title: **INDUSTRIAL RELATIONS**

Credits: **3**

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



Course Schedule

| 2024<br>Week of |    |  |          |
|-----------------|----|--|----------|
|                 |    | Monday January 8th, First day of class<br>Monday February 19 <sup>th</sup> , Statutory Holiday (no classes)<br>February 20 <sup>th</sup> thru 23 <sup>rd</sup> , Reading Week<br>Friday March 29 <sup>th</sup> and Monday April 1 <sup>st</sup> , Statutory Holiday (no classes) |          |
| Jan             | 8  | Introduction to Industrial Relations<br>Theories of Industrial Relations   | Ch 1, 2  |
|                 | 15 | History of the Canadian Union Movement   | Ch 3     |
|                 | 22 | The Structure of Canadian Unions<br>The Organizing Campaign  | Ch 4, 5  |
|                 | 29 | The Organizing Campaign (continued)<br>Establishing Union Recognition  | Ch 5, 6  |
| Feb             | 5  | Establishing Union Recognition (continued)<br>Midterm Review   | Ch 6     |
|                 | 12 | <b>Midterm Exam (February 13<sup>th</sup>)</b><br>Defining and Commencing Collective Bargaining  | Ch 7     |
|                 | 19 | <b>Reading Week – No Classes</b>   | N/A      |
|                 | 26 | Defining and Commencing Collective Bargaining (continued)<br>The Collective Bargaining Process   | Ch 7, 8  |
| Mar             | 4  | Strikes and Lockouts<br>Third-Party Intervention During Negotiations   | Ch 9, 10 |
|                 | 11 | Third-Part Intervention During Negotiations (continued)<br>Bargaining Simulation, Session 1  | Ch 10    |
|                 | 18 | Bargaining Simulation, Sessions 2 and 3  |          |
|                 | 25 | Bargaining Simulation, Session 4<br>The Grievance Arbitration Process  | Ch 11    |
| Apr             | 1  | <b>No Classes, Monday, April 1<sup>st</sup></b><br>Future Issues in Industrial Relations   | Ch 13    |
|                 | 8  | Future Issues in Industrial Relations (continued)  |          |

## **SKILLS ACROSS THE BUSINESS CURRICULUM**

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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**

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### **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](http://www.okanagan.bc.ca)