

# Athabasca University

## Course Outline

### IDRL 305 – Collective Bargaining

<b>Term:</b>	January 2010
<b>Location:</b>	Grande Prairie Regional College
<b>Instructor:</b>	Bill Corcoran
<b>Office:</b>	C-412
<b>Phone:</b>	780-539-2735 (Office)
<b>Email:</b>	bcorcoran@gprc.ab.ca
<b>Office Hours:</b>	TR 10:00-11:30
<b>Delivery mode:</b>	Grouped Study
<b>Credits:</b>	3 - Applied Studies Note: This course can also be used to fulfill the Social Science area of study (credential students only).
<b>Prerequisite:</b>	none – IDRL 312 recommended
<b>Centre:</b>	School of Business

## Overview

IDRL 305 is designed to satisfy the needs of both trade unionists and human resource managers who are or might be involved in collective bargaining, as well as students who simply want a better understanding of this important Canadian institution. The course presents collective bargaining within a theoretical framework that highlights some of its historical and legal underpinnings and aspects of industrial relations theory. In addition, it provides practical skills and knowledge related to negotiation and interpretation of collective agreements that will prove useful if planning to practice in the field: insight into some of the main approaches to bargaining and the major principles that guide interpretation; an understanding of selected technical aspects of the process; and an appreciation of the manner in which the institution is being affected by changes in the workplace, society, and our global environment.

Course description from AU website.

## Outline

### Unit 1: Winners and Losers in Collective Bargaining

- Lesson 1: Institutional Approach to Collective Bargaining
- Lesson 2: Collective Bargaining in Real Life
- Lesson 3: Conflict and Cooperation in the Workplace
- Lesson 4: The Collective Bargaining Environment

### Unit 2: Parties to Collective Bargaining

- Lesson 5: Understanding Management: The Employer
- Lesson 6: Employees and Trade Unions in the Bargaining Relationship
- Lesson 7: Negotiating the Deal
- Lesson 8: Essential Features of Collective Bargaining

## Outline (continued)

### Unit 3: Legal and Political Aspects of Collective Bargaining

Lesson 9: State Involvement in Collective Bargaining: Historical Roots

Lesson 10: PC 1003 and the Post-War Compromise

Lesson 11: Legal Framework for Bargaining: The Employment Contract and the Collective Agreement

Lesson 12: The State in Industrial Relations: Theoretical Approaches

Lesson 13: Public Sector Bargaining

### Unit 4: Collective Bargaining Outcomes: The Agreement

Lesson 14: The Content of the Collective Agreement

Lesson 15: Drafting and Interpreting Contract Clauses

Lesson 16: Grievance Arbitration: Its Role in Contract Design and Interpretation

### Unit 5: The Bargaining Process

Lesson 17: Bargaining Preparation and Techniques

Lesson 18: Strategic and Tactical Issues in Bargaining

Lesson 19: Legal Duties and Prohibitions on Collective Bargaining

Lesson 20: Industrial Disputes and Dispute Resolution

Lesson 21: Costing a Collective Agreement

### Unit 6: Developments Affecting Collective Bargaining

Lesson 22: Changes Affecting the Institution of Collective Bargaining

Lesson 23: Challenges to the Legal Framework of Collective Bargaining

Lesson 24: Globalization, the "New Economy" and "New Industrial Relations"

Lesson 25: The Impact of New Technology

Lesson 26: The Future of Work . . . and Collective Bargaining

Course outline from AU website.

## Schedule

### Mondays from 18:00

Week	Date	Lesson	Approx Pgs of Reading	Assignment
1	11-Jan-10		none	
2	18-Jan-10	1,2,3	13+2+38	
3	25-Jan-10	4,5,6	3+17+38	
4	1- Feb-10	7	7	Assignment 1 due
5	8-Feb-10	8,9,10	20+41+15	
6	15-Feb-10	<b>Family Day – no Class</b>		
7	22 Feb-10	11,12,13	74+19+5	
8	1-Mar-10	14	37	Test 2
9	8-Mar-10	<b>READING WEEK</b>		
10	15-Mar-10	15,16,17	15+16+21	
11	22-Mar-10	18,19	10+ 3	Assignment 3 due
12	29-Mar-10	20,21,22	24+24?+35	
13	5-Apr-10	23	86	Assignment 4 due
14	12-Apr-10	24,25,26	37+7+24	
14	TBA	Extra Optional Class – Review Session		
15	TBA 17-29 Apr	FINAL EXAM (schedule by registrar)		

All dates are tentative and may change due to unforeseen events as the term progresses.

## Expectations:

There is a great deal of material to be covered in this course – you need to be prepared for each class by doing the reading ahead of time. If you choose to take short cuts by not doing all of the required reading, it's very likely that your grade will suffer.

## Evaluation

To receive credit for IDRL 305, you must complete three assignments, write an in class test, make a class presentation, and write a final examination. The following chart summarizes each type of activity, its placement in the course, and the credit weight associated with each assignment.

Assign 1	Test 2	Assign 3	Assign 4	Presentation	Final Exam	Total
10%	15%	15%	10%	15%	35%	100%

**Note:** A pass will be awarded only if both of these conditions are satisfied:

- a mark of at least “D” (50 percent) on the final examination
- a composite course mark of at least D.

**Penalty for late submissions:** 10% per day

### Assignments:

Assignment 1 is a paper of about 1500 words in which you will comment about the “winners and losers” in three case studies of labour disputes.

Assignment 3 will require you to go through a collective agreement and identify 12 clauses which meet certain criteria. You will also need to provide a written justification (a few point form paragraphs) for each of your choices.

Assignment 4 will task you with costing a series of bargaining proposals.

### Test:

Test 2 is a short test consisting of multiple choice, true/false, and reverse definitions. It covers Lessons 1 through 13. It will take approximately 60 minutes to complete.

**Presentation:**

Starting in Week 3, each student will be assigned one of the lessons. For your assigned lesson, you will prepare and present in class the answers to the *Questions to Guide Your Reading*. At the end of the class, you will forward an electronic copy of your answers to me and they will be posted on the GPRC MS-Blackboard site for the course. The Presentation is worth 15% of your final grade.

**Final Examination:**

Students must be prepared to allow three hours for the final examination. The time and date will be set by the GPRC Registrar during the Winter exam period.

I will be setting and grading the final exam. It will be comprehensive – covering the whole course. Details about the content and format will be forthcoming.

Please note, you need to pass the final exam (50% or better) to pass the course. If you are unsuccessful on your first attempt at the final exam, you are entitled to a re-write. (See the AU policy and procedures re. Supplemental Exams.)

The use of handheld computers (PDA's etc.) will not be allowed during examinations unless specified. Students receiving or placing cell phone calls, receiving or sending text messages will be asked to leave the room and may be assessed a grade of zero as well as other penalties as specified by Athabasca University or determined by the instructor.

**Intellectual Ownership and Honesty**

Intellectual honesty (sometimes called Academic Honesty) is a philosophy that demands that you acknowledge the contribution of others in scholarly writing and research. To claim contributions and ideas of another as your own, is cheating and deprives you and others of the opportunity and challenge to learn. Therefore, Athabasca University insists on intellectual honesty in scholarship.

For a full description of intellectual ownership and honesty please refer to the following site:

<http://www.athabascau.ca/studserv/inthonesty.htm>

***Plagiarism***

In order to avoid representing the ideas, facts or phrasing of others as your own, you must learn to recognize plagiarism. It is common for novice researchers to commit plagiarism without even knowing it. The result can be very serious if you plagiarize, whether intentionally or not. You will jeopardize your learning, risk failing and even expulsion. Moreover, you will undermine the mutual trust upon which educational institutions rest.

Here are three examples of plagiarism:

1. If you fail to indicate that material is quoted by enclosing the material in quotation marks.
2. If you do not acknowledge the source of a direct quotation within the text of the paper, in footnotes, on the Works Cited or Reference page, or if you do not identify the correct source of a quotation.
3. If you included paraphrased or summarized information (that is not generally accepted as "common knowledge") and do not acknowledge its source.

### ***Cheating***

In a test or exam:

- Obtaining information from another student or an unauthorized source.
- Providing another student with information.
- Pretending to be another person or having another pretend to be you.

In a course:

- Submitting material for credit that has already been given credit in another course (or the same course at a previous time), without the approval of the professor.
- Submitting information or material in a course that you know to be false.
- Submitting co-authored work without the knowledge and agreement of all authors, as well as the approval of the professor.

### **Grade Scale:**

This course uses the most recent AU Grade Scale.

<b>Percentage Range</b>	<b>Alpha Grade Assigned</b>
90-100	A+
85-89	A
80-84	A-
76-79	B+
73-75	B
70-72	B-
67-69	C+
64-66	C
60-63	C-
55-59	D+
50-54	D
0-49	F

## Course Materials

### Textbooks

Godard, J. (2005). *Industrial relations, the economy and society* (3rd ed.). North York, ON: Captus Press Inc. ISBN 1-55322-0919

Panitch, L., & Swartz, D. (2003). *From consent to coercion: The assault on trade union freedoms* (3rd ed.). Aurora, ON: Garamond Press. ISBN 1-55193-049-8

Sack, J., & Poskanzer, E. (1985). *Contract clauses: Collective agreement language in Canada* (2nd ed.). Toronto, ON: Lancaster House. ISBN 0-920450-02-4

### Other materials

The course materials also include a Book of Readings.

Students will also use the IDRL 305 Study Guide which can be accessed online at the AU School of Business site <http://sb.lms.athabascau.ca/>

.Also, a GPRC MS-Blackboard site for this course will be set up and maintained.

### Cell Phones

Over the past few years, I've noted that students are becoming increasingly distracted by their cell phones, Blackberries, etc. The use of these devices during class is very distracting to both me and other students trying to pay attention.

Please shut off your cellular devices while class is in session. If you absolutely must receive a call or text during class, excuse yourself and take the call outside the classroom.

**Do not send or receive text messages while class is in session.** Let me repeat that: **Do not send or receive text messages while class is in session.** If you need this statement clarified, please ask – I can translate it into French or other language if need be.

Students who insist on texting during class will be asked to leave.

Bill Corcoran  
Grande Prairie Regional College  
December 21, 2009