

GBUS 844-001 Labour Relations and Collective Bargaining

Spring, 2025

INSTRUCTOR DETAILS:

Name: [REDACTED]

Phone: [REDACTED]

Email: [REDACTED]

Office Location: [REDACTED]

Office Hours: By Appointment

CLASS DETAILS:

Class Dates: [REDACTED]

Class Times: [REDACTED]

Class Location: [REDACTED]

COURSE DESCRIPTION

This course examines the history of union development in Canada, and business reaction to this development. Current structures in the labour movement are assessed, as well as the impact of legislation on the nature of collective bargaining. The course focuses on the character and procedures of arbitration, fact-finding, mediation, and conciliation.

LEARNING OBJECTIVES / OUTCOMES

GBUS 844 is about facilitating a graduate-level examination of the practices, theories, concepts, and historical accounts of labour-management relations in Canada. By the end of the course students will possess an understanding of:

1. Labour relations legislation, specifically the Saskatchewan Employment Act
2. Current political, legal, and social developments in labour-management relations
3. Role of technology and innovation in shaping work and labour relations
4. How labour-management relations function in the public and private sectors
5. Methods used by unions and management in resolving rights and interest disputes
6. The union certification process
7. Collective bargaining and negotiations
8. Grievance and arbitration processes
9. Implication of court decisions for workers, employers, and unions

COURSE EXPECTATIONS

This course will entail a combination of lectures, seminar discussions, case discussion, videos and guest speakers. As a result, regular attendance in class and active participation in classroom activities are required. Students are expected to prepare in advance for class and be able to participate in class discussions. It is expected that students will read and prepare appropriately for every class. As a general rule, students should expect to dedicate on average a minimum of 5 hours/week out of class for this course.

COURSE MATERIALS

David J. Doorey (2024) *The Law of Work: Third Edition (Complete)*: Emond Press. The first edition will work for this course. LAW will provide a foundation for the concepts and theories we discuss in lecture.

Emily Eaton, Andrew Stevens, Sean Tucker (eds.) (2024) *Unjust Transition: The Future for Fossil Fuel Workers*. Winnipeg: Fernwood Publishing. All royalties go to the Unemployed Workers Help Centre here in Regina.

Saskatchewan Employment Act. Available on UR Courses.

The County Beer Company exercise booklet based on the LAW textbook.

Additional readings will be assigned for the course and posted UR Courses. Our class discussions will be based primarily on these readings.

COURSE ASSESSMENT SUMMARY

The evaluation for this course will include the following components:

Evaluation Components	Weight
Participation	15%
Collective Bargaining: Strategy Report	20%
Collective Bargaining: Memorandum of agreement	15%
Collective Bargaining: Negotiation process	15%
Research paper	35%
Total	100%

For a description of the grading system, consult the Faculty of Graduate Studies and Research link here: <https://www.uregina.ca/graduate-studies-research/graduate-calendar/grading.html>

DESCRIPTION OF ASSESSMENT

Participation

15%

Students are expected to attend class, to have read the assigned material before class, and to come prepared to discuss the material and engage in exercises.

Collective Bargaining (3 part project)

50%

The collective bargaining is the cornerstone project for GBUS 844. At the beginning of the semester, students will be divided into Management and Union teams. You will use concepts from the course to prepare for bargaining and negotiate with the other side.

Final Research Essay

35%

Research essay that can cover any of the issues, debates, legislation or rules related to labour-management relations that we cover in this course. Additional information will be available on UR courses for assignment outline and expectations.

ACADEMIC REGULATIONS

Request for Deferred Submission of Work.

A missed exam, quiz or discussion will be assigned a grade of zero unless proof is provided for an extraordinary circumstance. You must do your best to inform your instructor prior to or immediately if you expect the assessment will be missed.

Extensions or requests for changes by students to **final** exams and assignments due dates will require the student to complete a formal request for deferral. The student completes the request, consults with the instructor who must sign the form, and the instructor then submits the form (and any supporting documentation provided by the student) to Faculty of Graduate Studies and Research (FGSR). The decision (approved or denied deferral) is made by FGSR and is usually only approved if there are extenuating circumstances (e.g., illness, death, etc). The decision is sent by mail to the student and it is the student's responsibility to ensure the deferred requirements are met within the outlined time frame. It is also the student's responsibility to follow-up with FGSR if they do not receive a response from FGSR on their submitted request. Requests for deferral received more than two (2) weeks after the final day of the examination period will be denied. The deferral form can be found on the FGSR website at: <https://www.uregina.ca/graduate-studies-research/current-students/forms.html>

ACADEMIC INTEGRITY

Academic integrity requires students to be honest and responsible in all learning environments. Academic assignments exist to help students learn; grades exist to show how fully this goal is attained. Therefore, all work and all grades should result from a student's own understanding and effort. The principles of academic integrity include, but are not limited to:

- Completing your own work;
- Documenting your research and citing the works of others;
- Acting ethically and with integrity as you pursue your academic studies;
- Upholding the ethical or professional code of the profession for which you are preparing;
- Being accountable and taking responsibility for your actions; and
- Learning from your mistakes.

While students may use generative AI tools for brainstorming and idea development, the submitted content, analysis, and conclusion must be independently developed by the student.

STUDENT RESOURCES

UR Accommodated – Centre for Student Accessibility

Student Accessibility upholds the University of Regina's commitment to a diverse and inclusive learning environment by providing services and supports for students based on disability, religion, family status, and gender identity, as mandated under Saskatchewan Human Rights legislation and the Duty to Accommodate. Student Accessibility aims to encourage independence, self-advocacy, and equity for all students, while maintaining privacy and confidentiality. Accommodation services and supports are provided from pre-entry through graduation. Students are encouraged to register with Student Accessibility early in order to ensure that registration is complete prior to the beginning of classes.

Students who need these services are encouraged to register with the Centre for Student Accessibility to discuss the possibility of academic accommodations and other supports as early as possible. For more information, see the Center for Student Accessibility website at

<https://www.uregina.ca/student/accessibility/centre-Accessibility/index.html>

Student Mental Health

Counselling services are available to provide accessible, evidence-based, and inclusive psychological services. Mental health and wellbeing is an important component of student success. As such, counselling services strives to support students through responsive, skills-based and proactive engagement. For more information, see the counselling services website at <https://www.uregina.ca/student/counselling/>

Writing Assistance

The Student Success Centre (SSC) offers personalized support services designed to encourage and assist students with academic challenges, develop skills, set goals and connect with others. Both on-line and in-person services, including tutoring and writing skills, are available. <https://www.uregina.ca/student-success-centre/index.html>

CLASS SCHEDULE

Date	Class	Topic	Readings
May 6	1	Introduction to Industrial and Labour Relations	Law- Chapter 1, Chapter 3, Chapter 28
May 8	2	The History of labour and industrial relations in Canada	Law Chapter 29
May 13	3	Current events and topical	See UR Courses

		Debates	
May 15	4	Labour legislation and the courts	Law Chapter 4, Chapter 39
May 20	5	Collective bargaining and Negotiations	Law Chapter 33, Chapter 35
May 22	6	Union certification and union impacts	Law Chapter 30, Chapter 31, Chapter 32
May 27	7	The politics of unionization	Assigned readings
May 29	8	Strikes and lockouts	Law Chapter 34
June 3	9	Grievance and arbitration	Law Chapter 23, Chapter 36, Chapter 37
June 5	10	Grievance and arbitration	Chapter 36
June 10	11	Collective bargaining	
June 12	12	Collective bargaining	
June 17	13	Wrap up and debrief	

Final exam date June 24

Important Notice

This schedule is subject to change. Students will receive as much advance notice as possible.