

GBUS 844-001/011: Labour Relations and Collective Bargaining

Fall 2025

INSTRUCTOR DETAILS:

Name: [REDACTED]
Phone: [REDACTED]
Email: [REDACTED]
Office Hours: By appointment

CLASS DETAILS:

Class Dates: Monday, Sept. 2 – Dec. 5
Class Times: 7:00p.m. – 9:45p.m.
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

By the end of the course, students will have an understanding of:

- Labour relations legislation, and specifically the *Saskatchewan Employment Act*.
- Current political, legal, and social developments in labour-management relations.
- Methods used by unions and management in representing interests, including resolving disputes.
- The union certification process.
- Collective bargaining and negotiations.
- Grievance and arbitration processes.
- Implications of court decisions for workers, employers, and unions.

COURSE EXPECTATIONS

- This is a hyflex course in which students have the ability to choose between in-person attendance and remote attendance. There will be specific dates that students must declare their mode of attendance in advance of.
- Regular class attendance 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 on articles, etc. It is expected that students will read and prepare appropriately for every class. Please read each section of the course outline for expectations on all components of the course.

- If you join the class remotely, you are expected to ensure that your camera is working and is turned on.
- Should you miss a particular class, it is your responsibility to obtain notes, assigned activity information, etc. from another class member.
- Log into UR Courses regularly to check for e-mails or any course-related announcements.

COURSE MATERIALS

- Doorey, D.J. & Braley-Rattai, A. (2020). *Canadian Labour Relations: Law, Policy, and Practice* (Second Edition). Emond Montgomery Publications Ltd.
- Additional case studies will be used in this course. The total cost incurred by each student will be no more than \$25.00. The instructor will make these case studies available during the course, and the costs will be billed prior to the end of the semester.

COURSE ASSESSMENT SUMMARY

| <i>Component</i> | <i>Due Date</i> | <i>Percentage of Final Grade</i> |
|---|-----------------|----------------------------------|
| Union Profile | Sept. 29 | 20% |
| Issues and Debates Assignment | Oct. 27 | 20% |
| Collective Bargaining – Memorandum of Agreement | Nov. 25 | 10% |
| Collective Bargaining – Analysis of Negotiation Process | Nov. 28 | 10% |
| Research Paper | Dec. 5 | 30% |
| Participation | Ongoing | 10% |

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

Union Profile:

Research and write about a specific Canadian union. You should consider its successes, failures, and current challenges. Explain what you learn about the organizations and industries they are certified to work with.

Some suggested items to include are:

- The history and founding of the union
- Union membership
- Union decision-making structures
- Union philosophy
- Union campaigns
- Key collective bargaining agreements
- Any recent activity or news items
- Strikes and lockouts

Your submission is to be a maximum of four pages, utilizing one-and-a-half line spacing, one-inch margins, and 12-point Times New Roman font. The cover page and reference list do not count towards the total page count. APA is the required referencing style.

This assignment is to be completed individually.

A grading rubric will be posted to our UR Courses site.

Issues and Debates in Industrial Relations and Collective Bargaining Assignment:

You are required to research a current issue or debate related to labour relations or collective bargaining. In your paper, you will explain and analyze the topic. The content of your paper must be supported by meaningful references to at least five peer-reviewed journal articles.

Your submission is to be a maximum of five pages, utilizing one-and-a-half line spacing, one-inch margins, and 12-point Times New Roman font. The cover page and reference list do not count towards the total page count. APA is the required referencing style.

This assignment may be completed individually or in self-selected groups to a maximum of three students. If you decide to work with another student(s), only one student needs to upload the submission to Turnitin.

This assignment will be discussed further in class.

A grading rubric will be posted to our UR Courses site.

Collective Bargaining:

Early in 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.

On Nov. 17 and 24, we will enter into collective bargaining. By Nov. 25 at 11:59p.m., you must submit your Memorandum of Agreement, which is worth 10% of the course grade.

Your analysis of the negotiation process is due no later than Nov. 28. There will be a peer review portion of this grade.

This assignment will be discussed further in class.

Research Paper:

Individually, you will prepare a research paper on a topic of your choice related to labour relations or collective bargaining.

You will be required to research the topic, utilizing content from the class readings and additional research.

Your paper will be a maximum of 12 pages. Use 12-point Times New Roman font, one-and-a-half line spacing, one-inch margins, and include page numbers. The cover page and reference list do not count towards the total page count. APA is the required referencing style.

Guidelines and a grading rubric will be posted on our UR Courses site.

Participation:

Students are expected to be present and engaged in class. High levels of participation include such things as active involvement in class discussions, drawing others into discussions, demonstration of critical thinking (e.g., constructively criticizing material discussed in class), and bringing in outside materials from news sources/current events and personal experiences/observations.

Note: If you are absent from class without a valid reason, you will lose participation points for that day. However, just being present in class will not be enough to ensure a high grade.

The following guide will be used in assessing participation grades:

Exceeds Expectations

9 -10: Students in this category provide leadership in and out of the classroom and work toward enhancing the interpersonal dynamics of the class. Their level of engagement is high and

consistent throughout the week and their contributions are thoughtful and relevant. Rather than dominating the setting, they act as facilitators, bringing others into the discussion.

Meets Expectations

7 – 8: Students show an active interest in class activities and participate actively in classroom discussions; regularly make insightful comments which help others to understand course material; act as positive group role models, etc.

Does Not Meet Expectations

6: Students attend class regularly, but only occasionally contribute to the classroom experience.

Less than 5: Students fail on all of the previously identified ways of contributing.

ACADEMIC REGULATIONS

Late assignments will be penalized 10% for each day that they are late. Late assignments will not be accepted after five (5) days unless there are extenuating circumstances that have been discussed with the instructor prior to the assignment deadline, and the instructor has agreed to extend the deadline.

For the final term paper, all extensions will be considered a request for a deferred exam and will have to be signed by the instructor and final approved comes from the Faculty of Graduate Studies and Research.

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.

Plagiarism and Academic Dishonesty:

Students enrolled in Business courses at the University of Regina are expected to adhere rigorously to principles of intellectual integrity. Plagiarism is a form of intellectual dishonesty in which another person's work is presented as one's own. Plagiarism or cheating on

examinations/assignments is a serious offence that may result in a zero grade on an assignment, a failing grade in a course, suspension, or expulsion from the University.

Students are reminded that they must adhere to the standards of ethics of the university (see Section on *Academic Conduct and Misconduct Regulations Governing Discipline for Academic and Non-academic Misconduct* in the Academic Calendar). Students must appropriately reference material and must submit their own work.

For all formally assessed individual submissions, students should not collaborate with other students in the preparation or writing of the work.

ACADEMIC INTEGRITY

Students are expected to complete assignments and other academic evaluations using their own knowledge and abilities. The use of generative AI tools, including but not limited to ChatGPT and Grammarly, is considered a breach of this expectation.

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

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|-----------------|---|
| Sept. 8 | <p>Introductions and Review Course Outline</p> <p>Chapter 1 – Canadian Law of Work in a Nutshell</p> <p>Chapter 4 – What Is Employment?</p> |
| Sept. 15 | <p>Chapter 5 – Introduction to the Collective Bargaining Regime and the Canadian Labour Movement</p> <p>Chapter 6 – A Brief History of Labour and the Law</p> |
| Sept. 22 | <p>Chapter 7 – Why Do Workers Join Unions, and What Effects Do Unions Have on Business?</p> <p>Chapter 8 – The Unionization Process</p> |
| Sept. 29 | <p>Chapter 9 – Unfair Labour Practices and the Right to Organize</p> <p>Chapter 10 – Collective Bargaining and the Making of a Collective Agreement</p> <p>Union Profile Due</p> |
| Oct. 6 | <p>Chapter 11 – The Law of Industrial Conflict</p> <p>Chapter 12 – The Collective Agreement</p> |
| Oct. 13 | No Class – Thanksgiving Day |
| Oct. 20 | Chapter 13 – Grievances, Labour Arbitration, and “Just Cause” for Discipline in the Unionized Workplace |
| Oct. 27 | <p>Chapter 14 – The Regulation of Unions: Legal Status, the Duty of Fair Representation, and Decertification</p> <p>Chapter 15 – Public Sector Labour Relations</p> <p>Issues and Debates Assignment Due</p> |

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|----------------|--|
| Nov. 3 | Chapter 22 – Should the Use of Replacement Workers Be Prohibited? Chapter 23 – Should Public Sector Workers Have the Right to Strike? |
| Nov. 10 – 16 | No Class – Fall Break |
| Nov. 17 | Collective Bargaining |
| Nov. 24 | Collective Bargaining |
| Nov. 25 | Collective Bargaining – Memorandum of Agreement Due |
| Nov. 28 | Collective Bargaining – Analysis of Negotiation Process and Peer Reviews Due |
| Dec. 1 | Conclude Class |
| Dec. 5 | Research Paper Due |

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