## ADMINISTRATION

<table>
<thead>
<tr>
<th>Instructor</th>
<th>Dr. Andrew Stevens, PhD</th>
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<tbody>
<tr>
<td>Email</td>
<td><a href="mailto:andrew.stevens@uregina.ca">andrew.stevens@uregina.ca</a></td>
</tr>
<tr>
<td>Office location</td>
<td>ED 565.11</td>
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<tr>
<td>Office hours</td>
<td>By appointment (or whenever you see me around the office. Drop-ins are fine.)</td>
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<tr>
<td>Office phone</td>
<td>306-585-4711</td>
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<tr>
<td>Class times and</td>
<td>Tuesday and Thursday, 10:00 – 11:15AM, ED 558</td>
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<td>location</td>
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## COURSE INFORMATION

### Course objectives

BUS 355 provides an in-depth focus on theories, practices, concepts, and historical accounts of labour and industrial relations. The course will provide students with an understanding of:

1. The social, political, economic, and technological context for industrial relations
2. The role of history is shaping the labour movement and the framework of contemporary industrial relations
3. How industrial relations functions in the public and private sectors
4. Methods used by union and management in resolving rights and interest disputes
5. The process of unionization
6. Collective bargaining and negotiations

## RESOURCES

### Textbooks


**D2C** Graphic History Collective (eds.) *Drawn to change: Graphic histories of working class struggles.* Between the Lines. The texts were selected because of their relatively inexpensive cost, comprehensiveness, appeal, and depth. *BBW and D2C* will provide a foundation for the concepts and theories we discuss in lecture.

### Additional readings & UR Courses

**UR** Additional required readings will be made available on UR Courses free of charge. In the syllabus these readings will be listed as UR.

UR Courses will be used to post additional course materials and information, such as lecture slides.
A brief presentation (2-3 minutes) at the beginning of class that summarizes a news story, labour board ruling, legislation, court decision, or any other issue related to industrial relations. The presentation is a mandatory assignment and must be completed to pass the course. Course content and discussion will be driven by what you bring to the classroom.

Students are also required to contribute in class discussion throughout the semester. Class contribution is assessed based on the quality and thoughtfulness of your questions and discussion points. For example:

- Citing relevant personal examples
- Debating and disagreement with the instructor and peers in a professional and collegial manner
- Listening with an open mind and responding to what others have to say

The use of smart phones / personal communication devises (e.g. texting) in class will count against your contribution grade in this course.

The collective bargaining exercise is a centerpiece of BUS 355. Students will be divided into Management and Union teams. Your job is to get the best deal you can in the upcoming negotiations given your mandate. You will use the concepts from this course to prepare for bargaining and to negotiate with the other side.

A comprehensive exam of the readings, lectures, films, and guest lectures that we cover from the first class up to the mid-term date.

Instead of a final exam for this class, students are required to write an essay that draws upon the concepts, theories, and practices discussed throughout the course. Like the review essay, the final essay may cover any number of issues, debates, legislation, or rulings related to industrial relations.

For the review essay, you are expected to provide an analysis of a reading listed in the Writing Guide on UR Courses using concepts and ideas we have covered in the course.

The core principles of academic integrity – honesty, trust, fairness, respect and responsibility – should be at the forefront for all of the activities you do as a student and as a professional.

It is your responsibility to understand the university’s policies on academic integrity and misconduct. Academic misconduct is defined broadly as any act that violates the rights of another student in academic work or that involves misrepresentation of your own work. Cases of academic misconduct will be forwarded to the Associate Dean (Undergraduate) without exception.
### Teaching Philosophy & Expectations

| **Professionalism** | Students and instructors both come to class with ideas about topic issues and expectations of appropriate conduct. Regardless of your point of view on the subjects addressed in class, it is important to be mindful of the need to ask questions and to make comments in a manner that respects everyone - fellow students, instructors, and guests. There is no reason to interrupt others when they are speaking or to make personal remarks. Talking out of turn or interrupting the class with private conversations is equally inappropriate. It is also important to acknowledge the right of everyone to be in an environment free from discrimination and harassment. If you are unsure about what constitutes discrimination or harassment, please see the Saskatchewan Human Rights Commission website ([http://www.shrc.gov.sk.ca](http://www.shrc.gov.sk.ca)) or visit the University of Regina’s Human Resources page ([http://www.uregina.ca/hr/services/harassment-prevention/resources.html](http://www.uregina.ca/hr/services/harassment-prevention/resources.html)). |
| **Teaching philosophy & expectations** | I have developed my teaching around three guiding philosophies: (1) the importance of drawing from theories, grounded research, and professional practices in the classroom; (2) including multiple political and academic perspectives in developing lectures and facilitating class discussion; (3) actively engaging with course material to provoke reflection and the development of original insights. |

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University of Regina policies can be found on-line: [http://www.uregina.ca/presoff/secretary/disciplinecommittee.shtml](http://www.uregina.ca/presoff/secretary/disciplinecommittee.shtml)

This course involves discussion, class exercises, and guest lecturers. Every class requires your active participation. It is expected that you will have completed the assigned readings prior to class. You are expected to contribute through critical analysis of the concepts presented in the readings and during the lectures. Valuable contribution includes diligent application of your skills and knowledge to the concepts being discussed; your relevant personal experiences can also make for meaningful additions to our discussions.

I understand that there are pedagogical reasons for laptops to be used in class. You are encouraged to use your laptop in ways that will enhance, and not detract from, your classroom experience and the experience of those around you. Cell phones, smartphones, etc., should never be used during class and you will be asked to put them away.

Your work will be returned as quickly as possible, but this does not mean immediately. I am happy to answer any questions about grading and your assignments, but please note that grades are not negotiable. If you feel that an assignment has received an unfair grade, you are expected to make a case for why it should be re-assessed. This involves a written submission (a paragraph or two) and taking the time to meet with the instructor to talk about the assignment. You should consider that grades could go down upon review.

Medical notes are required for students who fail to hand in assignments on-time and/or are unable to write exams during the scheduled time and date. You will automatically be assigned a zero on missed exams and assignments without proper documentation and reason. **Make-up exams and assignments are only available to those students who have a legitimate excused absence.**

If students have any special needs that could impact their performance, the instructor must be made aware of this **at the beginning of term.** Students are encouraged to consult with the Centre for Student Accessibility for information regarding relevant policies and assistance programs ([http://www.uregina.ca/studserv/disability/servicesavailable.shtml](http://www.uregina.ca/studserv/disability/servicesavailable.shtml)).

The Centre for Student Accessibility works to provide services and/or accommodations that help to provide an equal opportunity for access to education.
In my view the classroom is a place to facilitate student participation and discussion, as well as a lecture platform. We all have our own political and academic viewpoints, which are to be respected as well as open to debate. I take what you say seriously. Because this is a university course, you will be expected to think through the theories, concepts, policies, and practices as aspiring practitioners and scholars.

**Important Dates**

**Holidays, exams, and important deadlines**

- September 26: Collective bargaining groups established
- October 17: Review essay due
- November 12: Mid-term exam (take home)
- November 30: Collective bargaining exercise
- December 19: Research paper due

**Class Outline & Schedule**

**Week 1**

- **Class 1 – Thursday, September 5**
  - *Introduction*

**Week 2**

- **Class 2 – Tuesday, September 10**
  - *The politics of work and industrial relations*
  - In-class film (Part I)
  - **BBW**: Chapter 5, Pages 71-80

- **Class 3 – Thursday, September 12**
  - *The politics of work and industrial relations*
  - In-class film (Part II)
  - Readings:
    - **BBW**: Chapter 6

**Week 3**

- **Class 4 – Tuesday, September 17**
  - *Origins of the “Wagner Model”*
  - Readings:
    - **BBW**: Chapter 3 (pp. 31-45)
    - UR: “Origins of Canada’s Wagner Model of Industrial Relations: The United Auto Workers in Canada and the suppression of “rank and file” unionism, 1936-1953”, Wells

- **Class 5 – Thursday, September 19**
  - *Contemporary issues*
  - Readings:
    - UR “Restructuring work and labour markets in the new economy”, Clement, Mathieu, Prus, Uckardesler
    - UR “Basic income: A way forward for the Left?” (watch the video before class)
    - UR: “On the phenomenon of bullshit jobs”, Graeber

**Week 4**

- **Class 6 – Tuesday, September 24**
  - *Technology and innovation*
  - Readings:
    - UR: “The laborers who keep dick pics and beheadings out of your Facebook feed”, Wired

- **Class 7 – Thursday, September 26**
  - *Developments in management*
  - Readings:
    - UR: “Peering inside the ‘black box’”, Campbell and Westar
    - UR: “ Tightening the iron cage”, Barker (408-414)
| Week 5 | Class 8 – Tuesday, October 1  
**“Professionalism”, the public sector, and white collar industrial relations**  
Readings:  
**BBW** Chapter 4 (pp. 54-60)  
**UR** “Struggles on the frontier of professional control”, Campbell and Haiven | Class 9 – Thursday, October 3  
**Legislation, IR, and the state**  
Readings:  
**D2C** Chapter 8 (Days of Action)  
**UR** *SFL v Saskatchewan* (pp. 27-32, Abella, J, para 1-11)  
**UR** “Being sisters and brothers: Losing freedom of association hurts” (read the affidavits) |
| --- | --- |
| Week 6 | Class 10 – Tuesday, October 8  
**Gender and work**  
Readings:  
**UR** "Workplace harassment after #metoo", Hudson  
**D2C** Chapter 7 | Class 11 – Thursday, October 10  
**Colonialism and Indigenous workers**  
Readings:  
**UR** “We will go side-by-side with you”, Mills and Clarke  
**D2C** Chapter 2 |
| Week 7 | Class 12 – Tuesday, October 15  
**Citizenship, race, and employment**  
Readings:  
**BBW** Chapter 10 (pp. 168-181)  
**UR** "The dynamics of union responses to migrant workers in Canada", Foster, Taylor, Khan | Class 13 – Thursday, October 17  
**Organizing**  
Readings:  
**UR** "Organizing across divides", Chun  
**BBW** Chapter 5 (pp. 71-74)  
**Review essay due** |
| Week 8 | Class 14 – Tuesday, October 22  
**Austerity, work, and the environment**  
Readings:  
**BBW** Chapter 4 (pp. 60-71)  
**UR** "Recognizing the duty of the Federal Government to create a Green New Deal", House Resolution  
**UR** "What is the Green New Deal", CBC News | Class 15 – Thursday, October 24  
**Different abilities and accommodations in the workplace**  
Readings:  
**UR** "Business benefits of accessible workplaces", Conference Board of Canada  
**UR** “Workplace accessibility in Canada”, Canadian Civil Liberties Association |
| Week 9 | Class 16 – Tuesday, October 29  
**Labour disputes and their resolution**  
Readings:  
**BBW** Chapter 5 (pp. 80-92)  
**UR** “Collective action and labour militancy interrupted”, Stevens and Templeton | Class 17 – Thursday, October 31  
**Globalization**  
Readings:  
**UR** “From employment relations to consumption relations”, Donaghey et al |
| Week 10 | Class 18 – Tuesday, November 5 **Negotiations & collective bargaining**  
Readings:  
BBW Chapter 5 (pp. 75-79)  
UR *Saskatchewan Employment Act*, Part VI, Division 6-7 (page 155-158)  
**Distribution of mid-term exam questions** | Class 19 – Thursday, November 7  
*Fall reading break – NO CLASS* |
|---|---|
| Week 11 | Class 20 – Tuesday, November 12 **Negotiations & collective bargaining**  
In-class exercise  
Mid-term exam due by the end of Tuesday, November 12 (submit through UR Courses before midnight) | Class 21 – Thursday, November 14 **Negotiations & collective bargaining**  
Readings/In-class preparation:  
UR “Strategic Negotiations”, Smith |
| Week 12 | Class 22 – Tuesday, November 19 **Negotiations & collective bargaining**  
Guest speaker | Class 23 – Thursday, November 21 **Negotiations & collective bargaining**  
Readings/In-class preparation:  
UR “The mind and heart of the negotiator”, Thompson (chapter 1)  
UR “The mind and heart of the negotiator”, Thompson (chapter 2) |
| Week 13 | Class 24 – Tuesday, November 26 **Negotiations & collective bargaining**  
In-class preparation | Class 25 – Thursday, November 28  
Exchange of proposals between the parties / In-class preparation |
| Week 14 | Class 26 – Saturday, November 30  
Collective bargaining exercise (afternoon) | Class 27 – Tuesday, December 5  
Course wrap up |
| Week 15 | December 19  
Final paper due (submit electronically through UR Courses) |  |
University of Regina
Counselling Services

Feeling Stressed? Always worried?
Some stress is normal when you’re going to university but 1 in 5 students will suffer from enough distress that they would benefit from counselling.

What can I do?
The U of R offers several counselling services free of charge for students at the U of R. These sessions are confidential and easy to access for students – simply go to the second floor of Riddell, Room 251 to make an appointment.

When should you go?
Knowing when to schedule an appointment can be tough. Some common issues you might need help with include test anxiety, if you’ve experienced a trauma like losing a family member or a close friend, or if you’ve recently ended a relationship.

If the feelings you’re experiencing are more intense and severe counselling services can also provide urgent service within 3 days and referrals as needed.

What options are available for me?

Personal Counselling – This is a great option if you’d like one on one attention for things like anxiety and panic, relationship conflict, depression, grief and loss, academic issues, body image and substance abuse. Up to 5 sessions are free per semester. Try it – talking about your problems can be more helpful than you might think!

Group Counselling – Simply put, you’re not alone. Many students are experiencing the same things as you. The U of R offers a wide variety of group counselling opportunities that can help teach many skills for managing your mental health, including: Meditation and relaxation, Healthy relationships, Stress Management and Self-Care.

But I can’t afford counselling...
Seeking counselling doesn’t have to be cost prohibitive. Many students can benefit from the 5 free sessions offered by the University as a benefit of being a student.

If you need more sessions make sure you contact URSU and visit www.iHaveAPlan.ca. Many expenses that are related to mental health, including going to a psychologist, are partially covered by your Student Health and Dental Plan!

What else can I do?
Self-care - taking better care of yourself, can help you out. Eating better, working out, smoking and drinking less and balancing school with fun can all help with mental health!

Have a problem but don’t know how to fix it?
URSU’s Student Advocate can help you free of charge!
- Academic Appeals
- Disciplinary Appeals
- Student Loan Appeals
- E-mail advocate@ursu.ca to schedule an appointment today!

- Emergency Bursaries
- Notary Public
- Rentalsman Appeals