

BES344-3
Labour Relations/Contract Law
1 Credit

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Labour Relations/Contract Law

Calendar Description

This elective module helps the candidate understand union relations in an emergency service organization. The course is broken into five areas for discussion and information - history of Canadian labour movement and goal of unions, structures of union, labour-management relations, the bargaining process and administering the collective agreement.

Rationale

This is an elective course for the Bachelor of Applied Business: Emergency Services program.

As a manager, you must ensure a good working environment in your department. A major part of that environment is having a good working relationship with the union, association or group that represents the emergency responders, whether your department is full-time, part-time or composite. Understanding the process of contract interpretation and application, bargaining needs and labour-management relations give you, as the department head, a good start on labour peace. Your department then is able to give the public top level service.

Prerequisites

None

Co-Requisites

None

Module Learning Outcomes

Upon successful completion of this course, students will be able to

1. develop and discuss good labour relations management skills in the following areas
 - (a) contract application/administration
 - (b) negotiations
 - (c) grievance handling and
 - d) non-specific union structure

Resource Materials

Required Text(s):

Please refer to the Objective sections for the provided resource materials.

Reference Text(s):

None

Conduct of Module

This module is approximately 15 hours in length. It is delivered on-line and may involve individual, pair, and group work. Students are required to submit assignments, take part in asynchronous discussions, and undertake exercises in the workplace that call for reflective thinking. Participation in this module is paced and mandatory, and students are expected to practice time management skills accordingly. It is critical that each student read the assigned material and keep up to date with all objective tasks, PowerPoint slides, and assigned problems.

Student counseling: Students who are experiencing difficulty with the module should immediately consult the instructor by email or telephone during posted office hours.

Module withdrawal: Students should familiarize themselves with the school's module withdrawal policy and procedures, which are explained in the student handbook/calendar.

Class discussions are conducted on the assumption that each student has adequately prepared the required material in advance.

Students should budget approximately one to two hours of time in preparation for each hour of the estimated 15 hours of class time.

Evaluation Procedures

This module uses a variety of assessment tools to evaluate student performance. The final grade is an aggregate of the following components:

Paper assignments	(1)	25%
Threaded discussions	(4)	<u>75%</u>
Total		100%

All marks are recorded as percentages and then converted to a final letter grade according to the criteria shown below.

Grade Equivalents and Course Pass Requirements

A minimum grade of D (50%) (1.00) is required to pass this course.

Letter	F	D	D+	C-	C	C+	B-	B	B+	A-	A	A+
Percent Range	0-49	50-52	53-56	57-59	60-64	65-69	70-74	75-79	80-84	85-89	90-94	95-100
Points	0.00	1.00	1.30	1.70	2.00	2.30	2.70	3.00	3.30	3.70	4.00	4.00

Students must maintain a cumulative grade of C (GPA - Grade Point Average of 2.00) in order to qualify to graduate.

Participation

Regular participation in threaded discussions is essential for success in the program. Absence for any reason does not relieve a student of the responsibility of completing course work and assignments to the satisfaction of the instructor. Poor participation may result in the termination of a student from a course(s).

If you do not meet the established participation requirements, your instructor will recommend that the Registrar withdraw you from the course. A failing grade of RW (Required to Withdraw) will appear on your transcript. No credit is earned. Calculated as a failing grade in GPA.

In cases of repeated absences due to illness, the student may be requested to submit a medical certificate.

Module Units/Topics

This module consists of five units

Unit 1 - Introduction: introduces the subject of the module and include a brief history of unions in Canada

Unit 2 - Union Structure: discusses structure, membership and affiliations

Unit 3 - Management Labour relations environment

Unit 4 - Collective Bargaining - what, who and how, process and changing the past for the future

Unit 5 - Administering the Agreement - interpretation, application, conflict resolution, collaborative approaches



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