



Fall/Winter 2026/27 Course Syllabus

MOS 3352F Section – 001 **Industrial Relations and Labour Studies** Course Mode - In-Person

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1. Course Information

1.1 Class Location and Time:

In-Person - Tuesdays 1:30-4:30 pm

Social Sciences Centre (SSC) 2020

1.2 Course Description:

This course examines the economic, social, legal and political relationships among labour, management and the state with emphasis on organized labour and unionized workplaces in Canada.

3 lecture hours, 0.5 course

Prerequisite(s): Enrollment in 3rd or 4th year of BMOS.

Senate Regulations state, “unless you have either the requisites for this course or written special permission from your Dean to enroll in it, you will be removed from this course and it will be deleted from your record. This decision may not be appealed. You will receive no adjustment to your fees if you are dropped from a course for failing to have the necessary prerequisites.”

1.3 Accessibility:

DAN Department of Management & Organizational Studies strives to provide accessibility to all faculty, staff, students and visitors in a way that respects the dignity and independence of people with disabilities.

Contact [Academic Support & Engagement](#) and [Accessibility at Western](#) for more information

1.4 Land Acknowledgement:

We acknowledge that Western University is located on the traditional lands of the Anishinaabek (Ah-nish-in-a-bek), Haudenosaunee (Ho-den-no-show-nee), Lūnaapéewak (Len-ahpay- wuk) and

Chonnonton (Chun-ongk-ton) Nations, on lands connected with the London Township and Sombra Treaties of 1796 and the Dish with One Spoon Covenant Wampum.

With this, we respect the longstanding relationships that Indigenous Nations have to this land, as they are the original caretakers. We acknowledge historical and ongoing injustices that Indigenous Peoples (First Nations, Métis and Inuit) endure in Canada, and we accept responsibility as a public institution to contribute toward revealing and correcting miseducation as well as renewing respectful relationships with Indigenous communities through our teaching, research and community service.

2. Course Materials

Students are responsible for checking the course OWL site regularly for news and updates. This is the primary method by which information will be shared to all students in the class.

For assistance with the OWL course site, seek support on the [OWL Brightspace Help](#) page or contact the Western Technology Services Helpdesk: 519-661-3800 or ext. 83800.

Copies of the required textbook and the optional textbook are available on reserve at Weldon Library.

2.1 Required textbook:

Foster, Jason and McQuarrie Fiona A. E. (2025). *Industrial Relations in Canada*, 5th Canadian Edition. Wiley Publishing. 448 pages. ISBN: 978-1-394-33318-9

Textbook costs: \$158.95 for paperback; \$76.95 for e-book; \$34.00 for 150-day e-book rental. See [Publisher Site](#) for additional details.

Students need to access this edition. Second-hand or older editions will not be sufficient.

2.2 Optional supplementary textbook:

Doorey, David. (2024). *Law of Work*, 3rd Edition. Emond Publishing. 782 pages. ISBN: 978-1-774-65170

Textbook costs: \$117.00 for paperback or e-book; \$105 for 1 year e-book rental. See [Publisher Site](#) for additional details.

Students **do not need to purchase this text** but may find it to be a useful resource to have on hand for many courses in the HR and MLS modules.

2.3 Additional course material:

Additional readings and videos are listed in the Lecture Schedule and posted to [OWL Brightspace](#).

3. Course Objectives and Format

The DAN Department of Management & Organizational Studies advances research and teaching that integrates the breadth of the social sciences with the depth of a disciplinary specialization to develop curious and strategic thinkers.

3.1 Course objectives

This course is an introduction to the fields of industrial relations and labour studies. We will spend most of our time on how employers and employees interact under the regime of collective bargaining. That means this course is primarily about employer-worker interactions where labour unions represent workers. We will also spend some time learning about how non-unionized workers are fighting for their rights at work. Our focus will be on Canadian examples and legislation, but sometimes we will examine some aspects of industrial relations systems around the world. Inherent in the employment relationship is a degree of conflict as employers and employees often have differing interests. As such, the real world of work involves an ongoing process of conflict and cooperation as workers, their unions, their employers and the government negotiate the frontier of workplace power and control.

Labour unions have a large impact upon private and public enterprise in Canada. About 30% of those employed are covered by collective agreements. The wages and benefits of still more working Canadians are influenced by the collective bargaining done by unions and employers. Everybody at some time or another has been affected by strikes or other industrial conflict. As a result, an understanding of unions is important for those aspiring to be managers, supervisors or human resource practitioners and for workers who may one day find themselves to be union members or aspiring union members. An understanding of workplace issues and worker rights is also important for all workers.

3.2 Course format

This is a synchronous in-person course. It explores the field of industrial relations and the greater world of work through various media such as the textbook, additional readings posted on OWL, union websites, news and current events, song, and film. The course aims to incorporate diverse learning needs and student active participation into each class. The weekly three-hour class will be a mix of lecture, small group and class discussion, case studies and simulations.

For the professor's efforts to be fruitful, students must also commit time and effort in preparation for each class. It is expected and assumed that readings will be completed prior to class and that students will arrive ready for active participation.

A weekly course schedule will be available on OWL Brightspace.

4. Learning Outcomes

Describe the basic structural framework of industrial relations in Canada and apply this understanding to assess the evolution of the industrial relations framework over time. This includes the:

- external economic, social, technological, political, legal and social forces that impact employment relationships;
- characteristics and interactions of key actors in the employment relationship (labour, management, government); and
- governing rules derived from these relationships

Summarize the key industrial relations frameworks regarding the interpretation of conflict and power balance between employers and workers and use these perspectives to:

- recognize the assumptions underlying specific social or political claims/arguments;
- criticize or justify the actions of key actors in the industrial relations system; and
- explain, predict, and evaluate industrial relations outcomes

Assemble, interpret and persuasively communicate information to justify decision-making in the performance of key tasks associated with the industrial relations function in organizations (i.e., collective bargaining, dispute resolution)

5. Evaluation

Exam #1	= 30%
Exam #2	= 30%
CB Assignment	= 30%
Critical Reflection	= 10%
Total	= 100%

Exams are multiple choice and short answer format. Each exam will be scheduled for 2 hours and are closed book. Exams are not cumulative. Dictionaries are not allowed at exams. Calculators are not required.

Electronic devices of any kind (including cell phones, smart watches and calculators) are NOT permitted at exams.

Students are responsible for material covered in the lectures as well as the assigned chapters/sections in the text and additional readings. Exams will not be returned to students but may be reviewed by contacting your professor.

The Collective Bargaining (CB) assignment is a multi-part group assignment with a live in-person bargaining simulation. More details will be provided on OWL Brightspace.

The Critical Reflection assignment is an individual writing assignment. More details will be provided on OWL Brightspace.

Grades will not be adjusted on the basis of need. It is important to monitor your performance in the course. Remember: *You* are responsible for your grades in this course.

The DAN Department has a grade policy which states that for courses in the x3000-y4000 range, the class average must fall between 70% and 77% for all sections of a course taught by the same instructor. In very exceptional circumstances only, class averages outside this range may be approved by the Undergraduate Chair or Chair. Class averages are not grounds for appeal.

5.1 General information about missed coursework

Students must familiarize themselves with the [University Policy on Academic Consideration – Undergraduate Students in First Entry Programs](#) posted on the Academic Calendar:

This policy does not apply to requests for Academic Consideration submitted for **attempted or completed work**, whether online or in person.

The policy also does not apply to students experiencing longer-term impacts on their academic responsibilities. These students should consult [Accessible Education](#).

For procedures on how to submit Academic Consideration requests, please see the information posted on the Office of the Registrar's webpage.

All requests for Academic Consideration must be made within 48 hours after the assessment date or submission deadline.

All Academic Consideration requests must include supporting documentation; however, recognizing that formal documentation may not be available in some extenuating circumstances, the policy allows students to make one Academic Consideration request **without supporting documentation** in this course.

However, the **following assessments are excluded from this**, and therefore always require formal supporting documentation:

- **Exam #2** scheduled during the official examination period (Defined by policy)
- **CB Assignment** including three written assignments and participation in the in-class simulation on Dec 1 (Designated by the instructor as the one assessment that always requires documentation when requesting Academic Consideration).

By policy, **instructors may deny Academic Consideration requests** for the following assessments with built-in flexibility:

- Critical Reflection Assignment (see below)

When a student mistakenly submits their one allowed Academic Consideration request **without supporting documentation** for the assessments listed above, the request cannot be recalled and reapplied. This privilege is forfeited.

5.2 Evaluation Scheme for Missed Assessments

Significant flexibility is built into the course, but there are important requirements for each assessment.

Exam #1

According to the 'Procedure on makeup assessments for Social Science students and for courses offered by the Faculty of Social Science' effective September 1, 2026, students are entitled to **one make-up opportunity**.

If a student misses the in-class exam on Oct 27, they must write the make-up exam in class on Nov 17 from 2:30-4:30. **No additional make-up opportunities will be provided**. If a student misses both opportunities to write the exam they will receive a zero on the assessment.

The deadline to withdraw from the course without academic penalty is Nov 30, 2026.

Exam #2

If a student misses Exam #2 and Academic Consideration has been granted, they will be allowed to write the Special Examination. See the Academic Calendar for details under Special Examinations, especially regarding those who miss multiple final exams within one examination period.

The date and time of the Special Examination will be held after the first Thursday in January following the beginning of classes as determined by the department following the Special

Examination dates as outlined in the Academic Handbook. The professor will communicate the date to the student.

Students who do not receive minimum grades on each of the two exams cannot pass the course (see below).

Critical Reflection Assignment

Students can submit this assignment at any time throughout the course but must submit by the ultimate deadline of Dec 10 at 5:00 pm.

Should extenuating circumstances arise, students are **permitted to submit their assignment up to 48 hours past the deadline** without a late penalty and they do not need to request Academic Consideration. By policy, **Academic Consideration for submissions made beyond 48 hours past the deadline will be denied and the assessment will receive a zero.**

Academic Consideration requests may be granted only for extenuating circumstances that started before the deadline and lasted longer than the No-Late-Penalty Period of 48 hours.

Students who do not receive a passing grade on this assignment cannot pass the course (see below).

CB Assignments

There are **no make-up opportunities for the four components of this assignment** as it is a group activity where a seven-week preparation window was provided and the work is required to participate successfully in the in-class simulation.

It is expected that all students will make various contributions to the assignment deliverables throughout the project and that the group will allocate the work to cover any missing members at any given time.

A **10% per calendar day late penalty** will be applied for each of the three written assignments unless Academic Consideration with documentation has been obtained by each group member.

In circumstances where, in the professor's judgement, a student has not made a sufficient contribution to the components of this assignment, including the in-class simulation (e.g., less than 10%), they will receive a zero on the assignment.

In cases where a student has not made sufficient contribution to the project, but has obtained Academic Consideration with documentation, the student may complete the assignment individually with timelines set out by the professor. Students are encouraged to discuss any anticipated difficulties in participating in this assignment with the professor as soon as possible so that appropriate accommodation can be made.

5.3 Essential Learning Requirements

Even when Academic Considerations are granted for missed coursework, the following are deemed essential to earn a passing grade.

- A **passing grade on the Critical Reflection** to satisfy the Senate requirement for essay courses that students must demonstrate "some minimal competence in essay writing" to pass the course.

- A minimum grade of 30% on each of Exam #1 and Exam #2 and a minimum average of 50% across both Exam 1 and Exam 2 to ensure that students demonstrate sufficient mastery of the learning outcomes given that the exams are non-cumulative.

In the case that a student fails to achieve a passing grade on the Critical Reflection, they may resubmit within 14 working days of receiving their grade. Note: working days do not include days when the University is closed. Where the resubmission deadline occurs after the final grade submission deadline, the student will receive a non-passing grade which will be revised following successful completion.

In the case that a student fails to achieve the minimum examination grades, they will not receive a passing grade on the course.

6. Lecture and Examination Schedule

See Schedule on OWL Brightspace

7. Student Responsibilities

Students should familiarize themselves with Western University Senate Regulations, please see: http://www.uwo.ca/univsec/academic_policies/index.html.

7.1 Respect

Please act respectfully towards the classroom, the professor and your fellow students. Acting respectfully means arriving on time, turning off and putting away phones, avoiding private discussions during lectures, refraining from viewing non-course material on your laptops, and cleaning up after yourself. Acting respectfully provides a better learning experience for everyone.

Private in-class discussions and non-class material on laptops are distracting to students and the professor. If other students are distracting your attention from the material, you should ask them to be quiet. If you feel uncomfortable doing this (or the problem persists), please see your professor.

Late arrivals are distracting. Please try to arrive on time for classes.

Student Code of Conduct <https://www.uwo.ca/univsec/pdf/board/code.pdf>

7.2 No Recording of Classes

Students are not permitted to record any portion of a class, audio or video, without the prior written permission of the instructor.

7.3 Copyright Notice

Lectures and course materials, including power point presentations, outlines, and similar materials, are protected by copyright. You may take notes and make copies of course materials for your own educational use. You may not record lectures, reproduce (or allow others to reproduce), post or distribute lecture notes, assignments, wiki material, and other course materials publicly and/or for commercial purposes without the written consent of your instructor.

8. Exam Policies (In Person)

- Bring student identification to exams.
- Nothing is to be on/at one's desk during an exam except a pencil or pen, an eraser, and the individual's student card.
- Do not wear baseball caps to exams.
- Do not bring or wear smart watches, music players, cell phones, beepers, or other electronic devices to exams.

9. E-mail Policies

The following policies apply to all emails between students and the professor. Please respect the fact that your professor receives hundreds of emails from students and must deal with those emails in a fair and organized manner. Unacceptable emails may not receive a reply or receive a reply saying only "Please see Email Policies on the course outline".

9.1 UWO.CA Email Addresses Only

- For privacy reasons, students must use their Western email accounts to contact their professor. The professor will not respond to emails from non-uwo.ca addresses (e.g. hotmail.com, gmail.com, etc.).

9.2 Subject Line Must Include Course Number

- The subject line of emails must contain the name or number of the course (MOS3352F) to help the professor prioritize responses.

9.3 Acceptable Emails

- questions about the course content or materials
- asking to set up an appointment to ask questions or review an exam or assignment
- notification of illness or other special circumstances
- providing constructive comments or feedback about the course

9.4 Unacceptable Emails

- questions that may be answered by reviewing University policies, OWL or this course outline
- asking what was missed in a class
- asking when grades will be posted
- asking what grade a student received
- asking where or when an exam is scheduled or the material covered on an exam
- requests for grade increases, extra assignments, or reweighting of course components

10. Attendance (In-Person)

It is expected that students will attend all classes.

Material covered in lectures will not always be the same as material covered in the textbook. These two sources are complementary and not redundant. As such, students who want to do well in this course are **strongly encouraged** to attend lectures on a regular basis.

The professor is not required to provide access to lecture notes. The professor will post lecture slides to OWL, but not summaries of class discussions, in-class activities or notes from the board. Therefore, students should try to obtain this material from another student.

10.1 Short Absences.

If you miss a class due to minor illness or other problems, check your course outline for information regarding attendance requirements and make sure you are not missing an exam. Cover any readings and arrange to borrow the missed lectures notes from a classmate.

10.2 Extended Absences.

If you are absent more than approximately two weeks or if you get too far behind to catch up, you should consider reducing your workload by dropping one or more courses. The [Academic Counsellors](#) can help you to consider the alternatives. At your request, they can also keep your instructors informed about your difficulties.

11. Grade Fairness

Fairness requires that all students be treated equally and be evaluated using the criteria set out in this course outline. The evaluation criteria are based on actual achievement and not on how hard a student has tried.

Claims by students of an excellent academic history, good attendance record, need to obtain or maintain a scholarship, desire to be admitted to specialized programs or graduate school, or other personal issues, cannot be used to justify a higher grade in the course or a reweighting of course components. There are no extra work or assignments available for extra credit or to “make up” for a course component that was missed or performed poorly.

You are responsible for the grades earned.

12. Posting of Grades

Exam #1 and assignment grades will be posted on OWL once the grades are available. Final exam grades and final course grades are not posted on OWL and are available once they have been posted by the Registrar under “Academic Summary” at the [Student Centre](#) website.

13. University Policy Regarding Illness, Absence and Accommodation

13.1 Illness

Students will need to provide a Student Medical Certificate if the absence is medical or provide appropriate documentation if there are compassionate grounds for the absence in question. Students are encouraged to contact their Faculty Academic Counselling office to obtain more information about the relevant documentation.

For privacy reasons, students should also note that individual instructors should not receive documentation directly from a student, whether in support of an application for consideration on

medical grounds, or for other reasons. All documentation required for absences must be submitted to the Academic Counselling office of a student's Home Faculty.

Additional details are in the [Policy on Accommodation for Medical Illness](#)

Students can download the [Student Medical Certificate \(SMC\)](#)

13.2 Religious Accommodation

When conflicts with a religious holiday that requires an absence from the University or prohibits certain activities, students should request accommodation for their absence in writing to the Academic Advising office of their Faculty of Registration. This notice should be made as early as possible but not later than two weeks prior to the writing of the examination (or one week prior to the writing of the test).

Please visit the [Diversity Calendars](#) posted on our university's EDID website for the recognized religious holidays.

14. University Policy on Cheating and Academic Misconduct

Scholastic offences are taken seriously and students are directed to read the appropriate policy, specifically, the [definition of what constitutes a Scholastic Offence](#).

Students are responsible for understanding the nature of and avoiding the occurrence of plagiarism and other academic offenses. Students are urged to read the section on Scholastic Offenses in the [Academic Calendar](#).

Note that such offenses include plagiarism, cheating on an examination, submitting false or fraudulent assignments or credentials, impersonating a candidate, or submitting for credit in any course without the knowledge and approval of the instructor to whom it is submitted, any academic work for which credit has previously been obtained or is being sought in another course in the University or elsewhere. If you are in doubt about whether what you are doing is inappropriate, consult your instructor. A claim that "[you didn't know it was wrong](#)" will not be accepted as an excuse.

The **use of AI and translation tools** in written work beyond a dictionary is not permitted unless permission is granted by the professor for specific circumstances. Any work submitted must be the work of the student in its entirety unless otherwise disclosed. When permission has been granted and AI tools are used, any such AI or translation tool should be used minimally, ethically and responsibly, and students must cite or credit the tools used in line with the expectation to use AI as a tool to learn, not only to produce content.

A copy of guidelines about how to avoid cheating can be obtained from the [Office of the Ombudsperson](#), Room 3135 WSSB, (519) 661-3573, ombuds@uwo.ca.

Cheating on exams will not be tolerated; students are referred to the university policy on scholastic offenses. Looking at the test of another student, allowing another student to view your exam, or obtaining information about a test in advance are all examples of cheating. Safeguards will be employed to discourage cheating. For example, examination supervisors (proctors) of the tests may ask students to move to another seat during the exam, cover their paper, avert their eyes from other students' papers, remove baseball caps, etc. This is not meant as a personal affront nor as an accusation of cheating, rather as vigilant attempts at proctoring.

The penalties for a student guilty of a scholastic offense may include a zero grade on the assessment, refusal of a passing grade in the assignment, refusal of a passing grade in the course, suspension from the University, and expulsion from the University.

Procedures For Appealing Academic Evaluations

1. In the first instance, all appeals of a grade must be made to the course instructor (informal consultation).
2. If the student is not satisfied with the decision of the course instructor, a written appeal must be sent to the Undergraduate Chair of the Department of Management and Organizational Studies via the [DAN Help Portal](#).
3. If the response of the Undergraduate Chair is considered unsatisfactory to the student, they may then appeal to the Associate Dean, Undergraduate of the Faculty in which the course of program was taken.
4. Only after receiving a final decision from the Dean may a student appeal to the Senate Review Board Academic. A Guide to Appeals is available from the [Office of the Ombudsperson](#).

15. Support Services

15.1 Support Services

The [Registrar's office](#) provides you with information on services, courses, student finances, resources, latest news, as well as Student Central's hours of operation.

Student Support Services (***including the services provided by the USC listed here***) can be reached at: <http://westernusc.ca/services/>

Academic Support & Engagement can be reached at: <http://academicsupport.uwo.ca>

Western is committed to reducing incidents of gender-based and sexual violence (GBSV) and providing compassionate support to anyone who is going through or has gone through these traumatic events. If you are experiencing or have experienced GBSV (either recently or in the past) [access emergency contact and support services for survivors](#). To connect with a case manager or set up an appointment, please contact support@uwo.ca.

Students who are in emotional/mental distress should refer to [Health and Wellness](#) for a complete list of options about how to obtain help.

15.2 Academic Concerns

If you are in academic difficulty, it is strongly recommended that you see your [academic counsellor](#).