





Industrial Relations (IDRL) 215

Introduction to Labour Relations (Revision 1)

Status:

Replaced with new revision, see the [course listing](#)  for the current revision 

Delivery mode:

Individualized study online  with eText 

Credits:

3

Areas of study:

Applied Studies (Business and Administrative Studies), Arts, or Social Science. IDRL 215 can be used to fulfill the Social Science area of study by credential students only.

Prerequisites:

None

Precluded:

IDRL 311, IDRL 312. IDRL 215 may not be taken for credit if credit has already been obtained for IDRL 311 or IDRL 312.

Challenge:

IDRL 215 has a challenge for credit option.

Faculty:

[Faculty of Humanities and Social Sciences](#) 

Overview

Welcome to IDRL 215: Introduction to Labour Relations. It is an introduction to the economic, legal, political, and social aspects of union-management relations, and serves as a foundation for other IDRL courses. Specifically, it looks at contemporary issues in labour relations and examines union organization and structure, labour legislation, and how collective agreements are negotiated and administered. It does so within the context of exploring the nature of employment and the key theoretical perspectives that inform the study of labour relations.

Outline

IDRL 215 is divided into four units and 15 lessons, each covering a specific aspect of labour relations. The following list outlines the lessons and required learning activities.

Unit 1: Foundations

- Lesson 1: What is Labour Relations?
- Lesson 2: The Employment Relationship
- Lesson 3: Role of the State
- Lesson 4: Perspectives in Labour Relations

Unit 2: Unions

- Lesson 5: History of the Canadian Labour Movement
- Lesson 6: Union Structure and Rationale
- Lesson 7: Unions in Theory and Practice

Unit 3: Labour Relations Process

- Lesson 8: Organizing and Certification
- Lesson 9: Bargaining
- Lesson 10: Conflict Resolution
- Lesson 11: Collective Agreements and Grievance Arbitration

- Lesson 12: Public Sector Labour Relations

Unit 4: Labour Relations in the 21st Century



- Lesson 13: Globalization
- Lesson 14: Contemporary Issues in Labour Relations
- Lesson 15: The Future of Unions

Learning outcomes

After completing IDRL 215, you should be able to

- Explain how the labour market operates and how it affects the distribution of power in employment relationships.
- Describe the role of the state and its interventions in the employment relationship.
- Define, compare and contrast the key theoretical perspectives in labour relations and how the perspectives shape the practice of labour relations.
- Explain the underlying logic of trade unionism, the structure of the labour movement and the practice of unionism in Canada.
- Outline the key steps in the labour relations process from certification through bargaining, conflict resolution and administration of the collective agreement.
- Identify how public sector labour relations differs from other forms of labour relations.
- Identify and discuss contemporary issues facing labour relations practitioners and researchers.

Evaluation


To **receive credit**  for IDRL 215, you must pass the Final Examination and achieve an overall course grade of at least a **D (50 percent)**.  Any assignments that are not submitted will receive a zero. The assignments and the final examination are weighted as follows:

Activity	Weight
Assignment 1	5%
Assignment 2	15%
Assignment 3	10%
Assignment 4	30%
Assignment 5	5%
Final Online Exam	35%
Total	100%

The **final examination** for this course must be requested in advance and written under the supervision of an AU-approved exam invigilator. Invigilators include either ProctorU or an approved in-person invigilation centre that can accommodate online exams. Students are responsible for payment of any invigilation fees. Information on exam request deadlines, invigilators, and other exam-related questions, can be found at the [Exams and grades](#) section of the Calendar.

To learn more about assignments and examinations, please refer to Athabasca University's [online Calendar](#).

Materials

McQuarrie, Fiona A.E. (2015). *Industrial Relations in Canada*, 4th ed. John Wiley & Sons Canada.  (eText)

eText

Registration in this course includes an electronic textbook. For more information on [electronic textbooks](#), please refer to our [eText Initiative site](#).

Other Materials

All other materials are available online.

Challenge for credit

Overview

The challenge for credit process allows you to demonstrate that you have acquired a command of the general subject matter, knowledge, intellectual and/or other skills that would normally be found in a university-level course.

Full information about [challenge for credit](#) can be found in the Undergraduate Calendar.

Evaluation

To **receive credit** for the IDRL 215 challenge registration, you must achieve a grade of at least **D (50 percent)** on the examination.



Challenge for credit course registration form

Important links

- > [Academic advising](#)
- > [Program planning](#)
- > [Request assistance](#)
- > [Support services](#)
- > [Introduction Video](#)

Athabasca University reserves the right to amend course outlines occasionally and without notice. Courses offered by other delivery methods may vary from their individualized study counterparts.

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