



Industrial Relations (IDRL) 215

Introduction to Labour Relations (Revision 2)

Status:

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

Delivery mode:

Individualized study online . Delivered via Brightspace.

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.

Prerequisite:

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.

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

IDRL 215 has seven major learning outcomes. After completing this course, you should be able to:

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

Evaluation

To receive **credit**  for IDRL 215, you must complete and submit all of the assignments and write the final exam. You must achieve a minimum grade of **D (50 percent)**  on the final exam and an overall grade of at least D (50 percent) for the course. Any assignments that are not submitted will receive a zero.

You will be evaluated on your understanding of the concepts presented in the course and on your ability to apply those concepts. Your final grade in the course will be based on the marks achieved for

the following activities.

Activity	Weight
Assignment 1: Short Reflection	5%
Assignment 2: Perspectives on Labour Relations	15%
Assignment 3: Telephone Quiz	10%
Assignment 4: Case Study	30%
Assignment 5: Short Reflection Revisited	5%
Final 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.

Materials

Digital course materials

Links to the following course materials will be made available in the course:

McQuarrie, F. (2015). *Industrial relations in Canada* (4th Canadian ed.). John Wiley & Sons Canada.

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 at AU](#) 
- › [Introduction Video](#)

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

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View **previous revision** 