





Industrial Relations (IDRL) 316

The Practice of Labour Relations (Revision 1)

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

Delivery mode: [Individualized study online](#) 

Credits: 3

Areas of study: Applied Studies (Business and Administrative Studies) or Social Science. IDRL 316 can be used to fulfill the Social Science area of study by credential students only.

Prerequisites: IDRL 215 is a recommended prerequisite but not required.

Precluded: IDRL 316 cannot be taken for credit if credit has already been obtained for IDRL 305 or IDRL 404

Challenge: IDRL 316 has a challenge for credit option.

Faculty: [Faculty of Humanities and Social Sciences](#) 

Overview

Industrial Relations 316: The Practice of Labour Relations is a three-credit, senior-level course that builds upon the foundations introduced in *IDRL 215: Introduction to Labour Relations* and examines the topics of bargaining and arbitration in greater detail. It looks at both the formal rules and procedures involved in these processes as well as the informal dynamics that arise. It aims to provide a solid grounding in these two rather technical areas of labour relations. It provides insight into the practice of bargaining and arbitration by offering tips on how to navigate the processes. The course also examines how bargaining and arbitration fit into the broader context of labour relations and conflict between workers and employers.

Outline



Part A: Collective Bargaining

- Unit 1: Foundations
- Unit 2: Process and Strategy
- Unit 3: Resolution and Third Party Intervention

Part B: Grievance Arbitration


- Unit 4: Introduction to Arbitration
- Unit 5: Arbitration Law and Process
- Unit 6: The Practice of Arbitration

Evaluation

To **receive credit**  for IDRL 316, you must achieve an overall course grade of at least **D (50 percent)** . Any assignments that are not submitted will receive a zero. The weighting of the composite course grade is as follows:

Activity	Weight
Two online quizzes (10% each)	20%


Activity	Weight
Assignment 1: Reflection	5%
Assignment 2: Case Study	35%
Assignment 3: Reflection	5%
Assignment 4: You are the Arbitrator	35%
Total	100%

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

Materials

M. Carrell and C. Heavrin (2008). *Negotiating Essentials: Theory, Skills, and Practices*, 1st ed. Pearson Higher Education  (Print)

M. Teplitsky (2015). *Making a Deal: The Art of Negotiating*, 2nd ed. Lancaster House.  (Print)

J. Sanderson & M. Wilson (2013). *Labour Arbitrations and All That*, 4th ed. Canada Law Book.  (Print)

Other Resources

All other materials will be available to students online; including a study guide.

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 316 challenge registration, you must achieve a grade of at least 50 percent on two case studies, both worth 50 percent of the overall grade.



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.

Opened in Revision 1, February 14, 2016

Updated February 26, 2024
