



Industrial Relations (IDRL) 320

The Law of Work (Revision 7)

Status:	Replaced with new revision, see the course listing for the current revision ✕
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Delivery mode:	Individualized study online ↗
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Credits:	3
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Areas of study:	Applied Studies (Business and Administrative Studies) or Social Science. IDRL 320 can be used to fulfill the Social Science area of study by credential students only.
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Prerequisites:	None. IDRL 215 is strongly recommended.
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Precluded:	None
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Challenge:	IDRL 320 has a challenge for credit option.
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Faculty:	Faculty of Humanities and Social Sciences ↗
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Overview

IDRL 320 examines the legal frameworks related to work and employment in Canada. It covers all aspects of work law in an integrated and accessible fashion, including common law, employment law affecting all workplaces, and labour law addressing unionized workplaces. The course is designed to teach the subject in a nonlegalistic manner for practitioners of human resources and labour relations and those wishing to know more about the law of work.

Outline

- Unit 1: Introduction to Work law
- Unit 2: Common Law
- Unit 3: Employment law
- Unit 4: Labour Law
- Unit 5: The Charter, International Law, and the Future of Work Law

Learning outcomes

IDRL 320 is a senior-level course examining the framework of law related to work and employment in Canada, including common law, employment law, and labour law. After completing IDRL 320, you should be able to

- describe the historical origins of work law in Canada and the political and economic context that shapes it;
- explain the central principles and concepts that define employment in Canada;
- outline the key features of common law as it applies to employment;
- identify the central rights and obligations stipulated in statutory and regulatory employment law;
- describe the legal framework of Canada's collective bargaining regime;
- summarize important recent jurisprudence that is shifting employment law in Canada;
- discuss international law and how it applies to Canada; and
- consider the implications of emerging work patterns to work law.

Evaluation


To **receive credit** [↗](#) for IDRL 320, you must obtain a mark of at least D (50 percent) on the final examination and a composite course grade of at least **D (50 percent)** [↗](#). The weighting of the composite course grade is as follows.

Activity	Weight
Telephone Quiz (Oral Answers)	10%
Assignment 1 (Employment Standards Debate)	15%
Assignment 2 (Collective Bargaining Scenarios)	20%
Assignment 3 (Analytical Essay)	25%
Final Online Examination	30%
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

Doorey, D. J. (2020). *The law of work* (2nd ed.). Emond Publishing.  (Print)

All materials are available online at the course website and in the Digital Reading Room. In addition to your online materials, your course package also includes the above resource.

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 320 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](#) [↗](#)

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 7, January 4, 2021

Updated November 6, 2023

View **previous revision** [↗](#)
