

85 YEARS OF HISTORY

AT A GLANCE

DID YOU KNOW?

- The term “Industrial Relations” became widely used during World War II due to the growth of war-time industries
- Collective bargaining was first recognized in 1937, following a strike by the United AutoWorkers at the GM plant in Oshawa, Ontario.
- James Richardson & Sons was the first funder of the IRC, giving \$1,000 a year for five years (‘To Serve and Yet Be Free’, Vol II, Frederick Gibson, p. 150)
- Over the years, more than 15,500 participants have enrolled in our programs!



The Annual White Collar Personnel Seminar is held at Queen’s.

The Don Wood Visiting Lectureship in Industrial Relations is established to honour the former Director (1960-85) and bring prominent leaders to campus.

The IRC celebrates its 50th anniversary.

The IRC expands to offer a wider range of Human Resources and Labour Relations programs, and becomes the first institution to offer advanced practitioner education in Organization Development.

Certificates in Human Resources, Labour Relations and Organization Development are introduced.

The IRC introduces two important national surveys: An Inquiry into the State of HR in Canada, and An Inquiry into the State of Labour Relations in Canada.



The pandemic results in programs being delivered virtually for the first time.

The IRC staff begin to work from home for a two-year period.



1987

Canada’s flagship Industrial Relations program is introduced.

1939

The Unit is re-named as the Industrial Relations Centre.

1960



Dr. James Carruthers Cameron founded the Industrial Relations Section in 1937, as part of the Queen’s School of Commerce and Administration.

1937

Special wartime seminars are held for government employees.

1942

Industrial Relations Conference for Trade Union Staff and Personnel is held at Queen’s University.

1964



1967

1985

The IRC introduces a Labour Arbitration program.

1991-1996

The IRC establishes the IRC Press, an outlet for research in the IR and HR fields, producing both academic manuscripts and practitioner-oriented reports.

The Negotiation Skills and Teams programs are created, both of which continue today as Negotiation Skills and Designing Collaborative Workplaces respectively.

1996-2005

2007

Since 2007, Queen’s IRC extended their reach ten-fold – from offering programs only in Kingston to offering professional development training across Canada and the Caribbean.



2011

2012

The IRC introduces the Advanced Human Resources Certificate, the first of its kind in Canada.

The IRC celebrates its 75th anniversary.

2020

2022

In-person programs resume across Canada, and virtual training becomes a permanent training option.

The IRC celebrates its 85th Anniversary.

