McMaster University, School of Labour Studies, LABRST 1A03

AN INTRODUCTION TO LABOUR IN CANADA
FALL 2019

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OFFICE HOURS: Thursday 1:30 to 2:30
LECTURE: Monday and Thursday: 12:30 to 1:20, Kenneth Taylor hall, B135

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Course Description
Work affects everyone. It determines what we do during our waking hours and the nature of the society we live in. Yet the centrality of work to our lives is often ignored. This course looks at the rising importance of work, as people began to labour for others in exchange for wages. It examines how workers’ experiences have been shaped by economic and technological factors, government policies, new cultural developments, gender and race. It focuses on the formation of different kinds of labour organizations, as workers responded to changes in society and their workplaces.

Course Learning Objectives
Students will expand their knowledge of the nature of work, the history of Canada and labour studies. They will enhance their ability to engage in active listening and critically evaluate scholarship. Tutorial discussions will help them develop their oral communication skills. A written assignment will allow them to evaluate contrasting perspectives. Through an exam, they will have an opportunity to apply their knowledge and enhance their critical reasoning skills.

Required Materials and Texts
All readings listed in the course schedule are available on Avenue to Learn.

Course Evaluation Breakdown

<table>
<thead>
<tr>
<th>Component</th>
<th>Weight</th>
<th>Deadline</th>
</tr>
</thead>
<tbody>
<tr>
<td>Collective Agreement Quiz</td>
<td>10%</td>
<td>(week of October 28-31)</td>
</tr>
<tr>
<td>Tutorial Participation</td>
<td>15%</td>
<td>(ongoing)</td>
</tr>
<tr>
<td>First Essay</td>
<td>15%</td>
<td>(due October 10)</td>
</tr>
<tr>
<td>Second Essay</td>
<td>20%</td>
<td>(due November 21)</td>
</tr>
<tr>
<td>Final Exam</td>
<td>40%</td>
<td>(December exam period)</td>
</tr>
<tr>
<td>Bonus Marks</td>
<td>3%</td>
<td>(ongoing)</td>
</tr>
</tbody>
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Collective Agreement Quiz: Collective agreements are legal contracts between employers and unionized employees, which outline pay, benefits, and other conditions of employment. Union representatives spend a lot of their time interpreting and administering these complex documents. This short-answer quiz will assess your ability to understand one of these agreements. You will be provided with a copy of a collective agreement, which you can read in advance and access during the quiz.

Tutorial Participation: You are expected to regularly attend tutorials. Come prepared with questions and comments from your assigned readings. Your grade will be based on the frequency and quality of your remarks.

First Essay: This first essay will develop your ability to understand scholarly writings about labour and communicate ideas effectively. From a list of three articles, available
in your tutorial during the week of September 23-6, you will choose one to analyze. You will answer a pre-selected question about your article and weight the author’s arguments and evidence. Your essay will include a formal introduction, thesis statement, conclusion and citations. Three to four double-spaced pages.

**Second Essay:** Building on the skills used in your first essay, you will choose a research question to answer, from a list of four, available in your tutorial during the week of October 21-4. You will answer the question by using four scholarly articles: one from the course readings and three new ones. Five to six double-spaced pages.

**Final Exam:** The final exam will test your knowledge of the entire course. It is an opportunity to demonstrate your understanding of the lectures and assigned readings. It will consist of 15 short-answer questions (from which you will choose to answer 10, worth 6% each) and three long-answer questions (from which you will choose to answer two, worth 20% each). You will use specific historical events, concepts and issues covered in this course for each answer.

**Bonus Marks:** You will have opportunities to earn bonus marks by attending labour-related events and writing a 250-word event report. Some events are listed below, while others will be announced throughout the term.

**School of Labour Studies:** ‘Designing Reality: The Third Digital Revolution’ (October 2, 7pm, on campus at LiveLab); ‘Towards a New Politics of Migration’ (October 9, 7pm, on campus at LiveLab); ‘On the Presence of the Past in the Future of Work: Regulating Decent Work for Domestic Workers’ (November 27, 7pm, on campus at LiveLab).

**L.R. Wilson Institute for Canadian History:** ‘Sketches of Everyday Enslaved Black People in the Canadian Maritimes’ (November 5, 7pm, McMaster Innovation Park, Conference Room 1 AB).

**Workers Arts & Heritage Centre:** Watch ‘Reports from an Export Processing Zone,’ a performance art project, for half an hour and examine the ‘They Built for Eternity’ exhibit (51 Stuart St., September 13, 4-8:30pm, September 27, 4-7pm, October 25, 4-7pm).

**Weekly Course Schedule and Required Readings**

**Unit 1 – Canadian History and Labour Studies**

**September 5**

Provides a general introduction to this course.

►**Reading for week of Sep. 5:** Alan Sears and James Cairns, “Making Time: Clocking Social Relations” (excerpt)
Unit 2 – Indigenous Labour  
**September 9**  
Discusses Indigenous economies and wage labour.

Unit 3 – European Settlers & Colonial Economics  
**September 12**  
Highlights the experiences of construction and resource extraction workers.

► Reading for week of Sep. 9-12: Andrew Parnaby, “Indigenous Labor in Mid-Nineteenth-Century British North America”

Unit 4 – Craft Workers & Their Unions  
**September 16**  
Outlines the industrial revolution, the growth of skilled trades and the formation of unions.

Unit 5 – Political Action & Labour Legislation  
**September 19**  
Emphasizes labour’s involvement in politics, 19th century labour legislation and union campaigns against child labour and for a 9-hour day.

► Reading for week of Sep. 16-19: Craig Heron, "The Craftworkers' Challenge"

Unit 6 – Female Workers & Scientific Management  
**September 23**  
Discusses the growth of female waged labour, corporations and scientific management.

Unit 7 – The New Industrial Unions & World War I  
**September 26**  
Describes early efforts to construct industrial unions, composed of both skilled and unskilled workers, as well as the impact of World War I.

► Reading for week of Sep. 23-26: Sean Antaya, “At War with the Machine: Canadian Workers’ Resistance to Taylorism in the Early 20th Century”

Unit 8 – Unions & Racialized Workers  
**September 30**  
Discusses slavery and employment discrimination, the activism of racialized labourers, and the exclusionary policies of many trade unions.
Unit 9 – Working-Class Hamilton  
**October 3**  
Explores education, leisure, family and other aspects of working-class life in our city.

► **Reading for week of Sep. 30-Oct. 3**: Gillian Creese, “Exclusion or Solidarity?: Vancouver Workers Confront the ‘Oriental Problem’”

Unit 10 – Organizing During the Depression  
**October 7**  
Summarizes the economic turbulence of the 1930s and methods used by governments and the unemployed to combat the depression.

Unit 11 – New Unions; New Parties  
**October 10**  
Outlines the growth of new industrial unions and the rise of labour-based political parties during the 1930s.

► **Reading for week of Oct. 7-10**: Lara Campbell, “Militant Mothers and Loving Fathers: Gender, Family, and Ethnicity in Protest”

Unit 12 – Labour & World War II  
**October 21**  
Explores wartime labour, with particular attention to the status of women and changes to labour legislation.

Unit 13 – Post-War Labour Relations  
**October 24**  
Describes key strikes and legislative changes in the aftermath of the war, and union efforts to fight racial discrimination and expand social programs.

► **Reading for week of Oct. 21-24**: Laurel Sefton MacDowell, “The Formation of the Canadian Industrial Relations System During World War Two”

Unit 14 – Public-Sector Workers  
**October 28**  
Outlines the working conditions of government workers, the growth of government employment, and the evolution of public-sector unions.
Unit 15 – Zombie Labour & Halloween Capitalism
October 31
Explores how analogies, inspired by horror fiction, have depicted labour-management relations. We’ll also look at the candy industry.
► Reading for week of Oct. 28-31: Desmond Morton, "Government Worker Unions: A Review Article"

Unit 16 – Selling Consumption
November 4
Investigates how disruptive technologies, advertising, and unionization contributed to new consumer spending habits. Looks at the growth of retail chains and efforts by unions to organize them.

Unit 17 – Office Work
November 7
Analyzes office culture and the mixed results of union attempts to organize white-collar workers.
► Reading for week of Nov. 4-7: Bettina Liverant, “From Budgeting to Buying: Canadian Consumerism in the Post War Era”

Unit 18 – Unions & Other Movements for Social Change
November 11
Describes the growth of independent Canadian unions and how union activists, influenced by feminism, gay liberation and other social movements, won new rights and benefits.

Unit 19 – Labour in Quebec
November 14
Provides an outline of unionization in Quebec, the growth of Quebecois nationalist sentiment, and key events like the 1972 general strike.
► Reading for week of Nov. 11-14: Meg Luxton, “Feminism as a Class Act: Working-Class Feminism and the Women’s Movement in Canada”

Unit 20 – Occupational Health & Safety
November 18
Indicates the causes of unsafe workplaces and key events leading to health and safety legislation.
Unit 21 – Working in Culture
November 21
Outlines efforts by workers in cultural industries to organize and advance their rights on the job. It will explore the depiction of workers in popular culture and interrogate class-based understandings of leisure.

► Reading for week of Nov. 18-21: Bob Barnetson, "Preventing Workplace Injury"

Unit 22 – Deindustrialization, Globalization & Neoliberalism
November 25
Describes union activism against price controls, inflation and austerity, and labour’s response to free trade agreements and neoliberal economics.

Unit 23 – Temp Work
November 28
Discusses the rise of precarious work, including the growth of temporary help agencies, short-term contracts and ‘independent’ contractors.

► Reading for week of Nov. 25-28: Bryan M. Evans and Charles W. Smith, "The Transformation of Ontario Politics: The Long Ascent of Neoliberalism"

Unit 24 – Summing Up
December 2
Revisits key themes and concepts from this course to help prepare you for the final exam.

Course Policies
Submission of Assignments
All assignments must be submitted electronically in Microsoft Word via Avenue to Learn.

Grades
Grades will be based on the McMaster University grading scale:

<table>
<thead>
<tr>
<th>MARK</th>
<th>GRADE</th>
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<tbody>
<tr>
<td>90-100</td>
<td>A+</td>
</tr>
<tr>
<td>85-90</td>
<td>A</td>
</tr>
<tr>
<td>80-84</td>
<td>A-</td>
</tr>
<tr>
<td>77-79</td>
<td>B+</td>
</tr>
<tr>
<td>73-76</td>
<td>B</td>
</tr>
<tr>
<td>70-72</td>
<td>B-</td>
</tr>
<tr>
<td>67-69</td>
<td>C+</td>
</tr>
</tbody>
</table>
MARK          GRADE
63-66          C
60-62          C-
57-59          D+
53-56          D
50-52          D-
0-49           F

**Late Assignments**
The late penalty is 2% per day (off your final grade for the assignment).

**Absences, Missed Work, Illness**
Extensions may be arranged in advance of the deadline in cases of medical problems or severe personal difficulties.

**Avenue to Learn**
In this course we will be using Avenue to Learn. Students should be aware that, when they access the electronic components of this course, private information such as first and last names, user names for the McMaster e-mail accounts, and program affiliation may become apparent to all other students in the same course. The available information is dependent on the technology used. Continuation in this course will be deemed consent to this disclosure. If you have any questions or concerns about such disclosure please discuss this with the course instructor.

**Turnitin.com**
In this course we will be using a web-based service (Turnitin.com) to reveal plagiarism. Students will be expected to submit their work electronically to Turnitin.com and in hard copy so that it can be checked for academic dishonesty. Students who do not wish to submit their work to Turnitin.com must still submit a copy to the instructor. No penalty will be assigned to a student who does not submit work to Turnitin.com. All submitted work is subject to normal verification that standards of academic integrity have been upheld (e.g., on-line search, etc.). To see the Turnitin.com Policy, please go to [www.mcmaster.ca/academicintegrity](http://www.mcmaster.ca/academicintegrity).

**Academic Dishonesty:**
[http://www.mcmaster.ca/academicintegrity/students/index.html](http://www.mcmaster.ca/academicintegrity/students/index.html)
Academic dishonesty consists of misrepresentation by deception or by other fraudulent means and can result in serious consequences, e.g. the grade of zero on an assignment, loss of credit with a notation on the transcript (notation reads: "Grade of F assigned for academic dishonesty"), and/or suspension or expulsion from the university.

It is your responsibility to understand what constitutes academic dishonesty. For information on the various kinds of academic dishonesty please refer to the Academic Integrity Policy, specifically Appendix 3, located at [http://www.mcmaster.ca/policy/Students-AcademicStudies/AcademicIntegrity.pdf](http://www.mcmaster.ca/policy/Students-AcademicStudies/AcademicIntegrity.pdf)
The following illustrates only three forms of academic dishonesty:
1. Plagiarism, e.g. the submission of work that is not one's own or for which other credit has been obtained.
2. Improper collaboration in group work.
3. Copying or using unauthorized aids in tests and examinations.

NEW.....Instructors, should remove this paragraph if not applicable:
In this course, we will be using a software package designed to reveal plagiarism.
Students will be required to submit their work electronically and in hard copy for this purpose.

Department/University Policies:
Labour Studies staff does not date-stamp assignments, nor do they monitor the submission or return of student papers. All papers should be submitted/returned in-class, in tutorials or during Professor/TA office hours. Instructors who utilize Avenue to Learn will provide instructions on that preference.

Absence Reporting:
http://www.mcmaster.ca/msaf/ On-line self-reporting tool – illness lasting less than 3 days. Can only be used once per term. Instructors are not allowed to accept medical notes! These must be submitted to your Faculty office. In the event of an absence for medical or other reasons, students should review and follow the Academic Regulation in the Undergraduate Calendar "Requests for Relief for Missed Academic Term Work". Please also communicate with the course instructor.

Code of Conduct:
http://studentaffairs.mcmaster.ca
“McMaster University is a community dedicated to furthering learning, intellectual inquiry, the dissemination of knowledge and personal and professional development. Membership in this community implies acceptance of the principle of mutual respect for the rights, responsibilities, dignity and well-being of others and a readiness to support an environment conducive to the intellectual and personal growth of all who study work and live within it.”

Computer Use:
Computer use in the classroom is intended to facilitate learning in that particular lecture or tutorial. At the discretion of the instructor, students using a computer for any other purpose may be required to turn the computer off for the remainder of the lecture or tutorial.

Course Modifications:
The instructor and university reserve the right to modify elements of the course during the term. The university may change the dates and deadlines for any or all courses in extreme circumstances. If either type of modification becomes necessary, reasonable
notice and communication with the students will be given with explanation and the opportunity to comment on changes. It is the responsibility of the student to check their McMaster email and Avenue to Learn (if used by instructor) regularly during the term to note any changes.

**Email Communication Policy of the Faculty of Social Sciences:**
All e-mail communication sent from students to instructors (including TAs), and from students to staff, must originate from the student’s own McMaster University e-mail account. This policy protects confidentiality and confirms the identity of the student. **It is the student’s responsibility to ensure that communication is sent to the university from a McMaster account.** If an instructor/TA receives a communication from an alternate address, the instructor may not reply at his or her discretion. **Please always include student name, ID, course # and TA name in messages.**

**Evaluations (Online):**
http://evals.mcmaster.ca, and log in via MACID.
These help faculty and the School of Labour Studies to meet our goal of continually improving teaching effectiveness. All students in the course are invited and encouraged to complete the evaluation.

**Student Accessibility Services:**
http://sas.mcmaster.ca/
Location: MUSC – B107
Contact: 905-525-9140 x 28652
**NOTE: Disclosure of disability-related information is personal and confidential.**

Student Accessibility Services offers various supports for students with disabilities. We work with full time and part time students. SAS provides or assists students with their academic and disability-related needs, including: Learning Strategies, Assistive Technologies, Test & Exam Administration, Note-Taking Programs, and Classroom Accommodations. *Please inform the instructor if there are disability needs that are not being met.*

**McMaster University Policy on Academic Accommodation**
Please find the McMaster University policy on academic accommodation of Students with Disabilities & McMaster University Anti-Discrimination Policy at the following link:

**Student Success Centre:**
Email Address: http://studentsuccess.mcmaster.ca/
Location: GH-110
Contact: 905-525-9140 x 24254
Some services include: student orientation, academic skills, volunteerism, educational planning, employment and career transition. Writing Support: http://studentsuccess.mcmaster.ca/students/academic-skills/writing-support-services.html

**Student Wellness Centre:**
Email Address: http://wellness.mcmaster.ca/
Location: MUSC-B10
Contact: 905-525-9140 x 27700

Provides services in: Personal and Psychological Counselling, Mental Health Support, Medical and Health Services