

Labour and Employment Law

Winter 2024

INSTRUCTOR: Judy Fudge

EMAIL: fudgej@mcmaster.ca

Class Time and Location: Monday,
11:30 am to 2:20 PM in -see
mosaic

OFFICE: KTH 722

OFFICE HOURS: on Zoom by appointment

TA: Jelena Starcevic - starcej@mcmaster.ca

OFFICE HOURS: on Zoom by appointment

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Location: MUSC – B107

Contact: 905-525-9140 extension: 28652

McMaster University Policy on Academic Accommodation of Students with Disabilities & McMaster University Anti-Discrimination Policy 11

Student Success Centre: 11

Course Description

The law plays a major role in shaping almost every aspect of work, from what counts as employment to establishing workers’ basic duties on the job and their rights at work, through their right to organize, to how and when unions are allowed to bargain and go on strike. Moreover, the law regulating employment takes three forms – the common law, direct statutory intervention and legislation designed to promote self-regulation - and each form has a different justification. This course explores how these different legal regimes frame workplace issues. What interests - the workers, the employers, and the public - does the law try to balance, and which side does it favour?

This course is designed as in-person course as in addition to lectures we will be working on exercises in pairs or groups throughout the term. There will be a series of assignments, including a group assignment, that you will be submitting on Avenue to Learn. A weekly checklist will be provided, and you should download the Brightspace app to keep track of assignments. You should do your readings before the class so that you can participate in the exercises and discussions.

Course Learning

The course aims to develop knowledge of key concepts and regulatory mechanisms related to employment law and labour law. Students will develop an understanding of the common law’s distinctive methodology and how common law interacts with direct statutory intervention and collective bargaining. The course will assist students in comparing these different regulatory regimes – common law, direct statutory regulation, and collective bargaining legislation. Students will develop critical thinking and effective communication skills by facilitating critical discussions of the central claims raised in the readings and lectures.

Collaborative work skills will be cultivated through a group assignment.

Required Materials and Texts

Required text: David J. Doorey, *THE LAW OF WORK: SECOND and COMPLETE EDITION* (Toronto; Emond 2020). You should purchase this text. It is available from the McMaster bookstore in hardcover or on-line. For each class you will be responsible for reading about 75 pages of the textbook and hard copy is easier to work with. It is expected that you will have read the materials so that you will be prepared to discuss, engage with them, and you will be assessed on them in the assignments.

Students are also expected to consult the course's Avenue to Learn site several times a week. Checklists, videos, PowerPoint, and background information are available there.

Course Evaluation Breakdown

Three individual take-home assignments

1. Wednesday **January 31 at noon**- Week 4 **worth 15 marks, submit answer on Avenue to Learn**

Short fact situation question. This assignment will be released 24 hours before it is due. Word limited stipulated on assignment. *This assignment should take no more than 2 hours. However, you can spend as much time within the 24 hours as you want. You MUST NOT discuss your answer with ANYONE until your answer is submitted.*

2. Wednesday **February 28 at noon** - Week 8 **worth 15 marks, submit answer on Avenue to Learn**

Fact situation based on week 6 and week 8 with a component about different systems of regulation. This assignment will be released 24 hours before it is due. Word limited stipulated on assignment. *This assignment should take no more than 2 hours. However, you can spend as much time within the 24 hours as you want. You MUST NOT discuss your answer with ANYONE until your answer is submitted.*

3. Wednesday **March 20 at noon** – Week 11 **worth 15 marks, submit answer on Avenue to Learn**

Fact situation based on Chapters 35, 36, and 37. This assignment will be released 24 hours before it is due. Word limited stipulated on assignment. This assignment should take no more than 2 hours. *This assignment should take no more than 2 hours. However, you can spend as much time within the 24 hours as you want. You MUST NOT discuss your answer with ANYONE until your answer is submitted.*

Group assignment: Pecha Kucha and presentation instructions

1. Thursday **March 28 at noon** – Week 12 worth 25 marks, submit on Avenue to Learn. **Watch the presentations and vote for the best one during the class on April 1.**

This is a group assignment worth 25 marks each – prepare Pecha Kucha presentation on a labour and employment issue. See Pecha Kucha assignment and presentation instructions in Assignment Folder under Course instructions. One member of the group should submit the presentations in the group folder. The Pecha Kucha assignment must relate to the materials covered in weeks 10 and 11 (unionization, collective, bargaining, and industrial conflict) and you must find a recent example in the news to illustrate your analysis/argument. See the See Pecha Kucha assignment and presentation instructions in Assignment Folder under Course instructions.

Establish 5-person group by March 4 and submit members' names to instructor.

Take home assignment: reflective essay

1. Monday **April 15 at noon, worth 30 per cent, submit on Avenue to Learn**

Short reflective essay – minimum 1250 and maximum 1500 words not including footnotes. This assignment will be released on April 1. *This assignment must be your own work (your own ideas and writing). You must not use the following technological tools (ChatGPT, Google Bard, Microsoft Bing, and similar technology in writing any of their assignments).*

Weekly Course Schedule and Required Readings

Week 1 January 8

Introduction to the course. Themes, operation, assessment.

Week 2 January 15

Doorey, The Law of Work pp. 3-67

Part I: The Law of Work: Themes, Frameworks and Perspective

- 1: Canadian Work Law in a Nutshell
- 2: A Framework for Analyzing the Law of Work
- 3: Key Perspectives That Shape the Law of Work
- 4: What is Employment?

Week 3 January 22

Doorey, The Law of Work pp. 73-95; 271-283; 459-501; 681-704

Part II: The Common Law Regime 73-95

Formation and Requirements of an Employment Contract

5: A Brief History of the Common Law Model of Employment

6: The Job Recruitment and Hiring Process

Part III: The Regulatory Regime 271-283

17: Introduction to the Regulatory Regime

Part IV: Industrial Relations and the Collective Bargaining Regime 459-501

28. Introduction to the Collective Bargaining Regime and the Canadian Labour Movement

29 A Brief History of Labour and the Law

30: Why do Workers Join Union, and What Effects Do Unions Have on Business?

Part V. The Charter of Rights and Freedoms and Work 681-704

39: The Charter of Rights and Freedoms and Work

Week 4 January 29

Doorey, The Law of Work, pp. 337-390

21: Introduction to Human Rights at Work

22: The Two-Step Human Rights Model and the Prohibited Grounds of Discrimination

23. The Bona Fide Occupational Requirements, The Duty to Accommodate and Other Discrimination Defences

Assignment 1 – 15 per cent due January 31 at noon submit answer on Avenue to Learn.

Week 5 February 5

Doorey, The Law of Work, pp. 97-152; 285-320

7: The Requirements to Create and Modify an Employment Contract

8: Expressed and Ancillary Employment Contract Terms

9: Implied and Ancillary Employment Contract Terms

18: Wage Regulation

19: Regulating Hours of Work, Time Off, and Overtime

Week 6 February 12

Doorey, The Law of Work, pp. 153-245

The End of an Employment Contract

10: Termination by an Employer with "Reasonable Notice"

11: Termination by "Frustration"

12: Summary Dismissal: Termination for Cause Without Notice

13: "You Forced Me to Quit!": The Special Case of Constructive Dismissal

14: Damages in Wrongful Dismissal Lawsuits

15: "I Quit!": Termination of the Employment Contract by the Employee

Week 7 Reading week February 19 Class cancelled

Week 8 February 26

Doorey, The Law of Work, pp. 321-335

20: Regulating the End of Employment Contracts

Review – Relationship between the contract of employment and employment regulation

Assignment 2 – 15 per cent due February 28 at noon submit answer on Avenue to Learn.

Week 9 March 4

Doorey, The Law of Work, pp 503-556

Canadian collective bargaining in context

31: The Unionization Process

32: Unfair Labour Practices and the Right to Organize

33: Collective Bargaining and the Making of a Collective Agreement

Establish Pecha Kucha group and submit group members' names to instructor.

Week 10 March 11

Doorey, The Law of Work, pp.557-584; 661-678

34: The Law of Industrial Conflict

38: Public Sector Labour Relations

Week 11 March 18

Doorey, The Law of Work pp. 585-660

35: The Collective Agreement

36: Grievances and Labour Arbitration and “Just Cause” for Discipline in the Unionized Workplace

37: The Regulation of Unions

Assignment 3 - 15 per cent due March 20 at noon submit answer on Avenue to Learn.

Week 12 March 25

Overview and review for take home.

Discussion of the Pecha Kucha assignment.

Pecha Kucha presentation - 25 per cent due March 28 by noon submit on Avenue to Learn.

Week 13 April 1 Final Class

See Pecha Kucha assignment and presentation instructions in Assignment Folder under Course instructions.

Pecha Kucha presentations in class and vote **on presentations. Bonus points for voting.**
Release take home April 1

Week 14 No class.

Take Home – Due April 15 through Avenue to Learn by NOON.

Course Policies

Submission of Assignments

All assignments should be submitted on Avenue to Learn in the appropriate assignment folder.

Grades

Grades will be based on the McMaster University grading scale:

MARK	GRADE
90-100	A+
85-90	A
80-84	A-
77-79	B+
73-76	B
70-72	B-
67-69	C+
63-66	C
60-62	C-
57-59	D+
53-56	D
50-52	D-
0-49	F

Late Assignments

The due dates for assignments are **firm**. For instructions regarding submitting assignments the instructions for the specific assignment see above.

Absences, Missed Work, Illness

On-line self-reporting tool – illness lasting less than 3 days.

<https://socialsciences.mcmaster.ca/current-students/absence-form> This form 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. The value of in-class assignments that are missed for medical or other accepted reason **may** be added to the take home.

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, usernames 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 to go www.mcmaster.ca/academicintegrity.

Academic Dishonesty:

<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>

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.

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.

Use of Generative AI Technologies

Students are not permitted to use generative AI in this course. In alignment with McMaster academic integrity policy, it “shall be an offence knowingly to ... submit academic work for assessment that was purchased or acquired from another source”. Students should not use the following technological tools (ChatGPT, Google Bard, Microsoft Bing, and similar technology in writing any of their assignments). Charges of academic dishonesty will be brought forward to the Office of Academic Integrity.

Department/University Policies:

Absence Reporting:

<https://socialsciences.mcmaster.ca/current-students/absence-form>

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.”

This code of conduct applies to the on-line environment and all our interactions with each other on-line or in person.

Computer Use:

Computer use in the classroom is intended to facilitate learning in that 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.

Please note that the instructor and TA will not be replying to emails over the weekend and allow 24 hour for a response.

Evaluations (On-line):

<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 – B101

Contact: 905-525-9140 extension: 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 of Students with Disabilities & McMaster University Anti-Discrimination Policy

- <http://www.mcmaster.ca/policy/Students-AcademicStudies/AcademicAccommodation-StudentsWithDisabilities.pdf>

Student Success Centre:

<http://studentsuccess.mcmaster.ca/>

Some services include student orientation, academic skills, volunteerism, educational planning,

employment, and career transition. Writing Support:

<https://socialsciences.mcmaster.ca/current-students/absence-form>

Student Wellness Centre:

<http://wellness.mcmaster.ca/>

PGCLL - 210 905-525-9140 x27700

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