

ECON 2T03: Economics of Trade Unionism and Labour

Fall 2020

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Office Hours: I am available via email to address any of your questions and concerns. If you need to speak to me, we can make arrangements to communicate via Zoom.

Teaching Assistant: TBD

Email: TBD

COURSE DESCRIPTION

Topics include the economics of the labour market, of trade unionism, of work, the impact of trade unions on the labour market, economic theories and institutional features of labour sector bargaining, strikes and trade unions.

PREREQUISITES

ECON 1B03 and ECON1BB3 (or ARTS & SCI 2E03)

COURSE OBJECTIVES

The objective of the course is to train students in economic policy analysis of trade unions and their operation on labour markets. It will address the determinants on union coverage and membership and the impacts of unions on employment, wages, and other economic outcomes such as economic inequality. While the main empirical focus will be on the Canadian experience, international comparisons are also informative and will be used throughout the courses.

CLASS FORMAT

Rather than in-class lectures, due to COVID-19, the course will be delivered purely online. The lecture content will be available to you in video and audio (with powerpoint slides) format through Avenue.

COURSE MATERIALS AND TEXTS

Benjamin, Dwayne, Morley Gunderson, Thomas Lemieux & W. Craig Riddell, 2017, Labour Market Economics, 8th edn., McGraw-Hill Ryerson

There are also supplementary readings which will be provided to you via Avenue.

OUTLINE OF COURSE TOPICS

1 - Introduction to Labour Economics

Benjamin, Dwayne, Morley Gunderson, Thomas Lemieux & W. Craig Riddell, 2017, Labour Market Economics, 8th edn., McGraw-Hill Ryerson. Chapter 1, Chapter 2 pp31-38.

Bernard, André & Jeannine Usalcas, 2014, "The Labour Market in Canada and the United States since the Last Recession," Economic Insights, Statistics Canada Cat 11-626-X, No. 036. Provided via Avenue.

2 - Demand for Labour in Competitive Markets

Benjamin, Dwayne, Morley Gunderson, Thomas Lemieux & W. Craig Riddell, 2017, Labour Market Economics, 8th edn., McGraw-Hill Ryerson. Chapter 5.

3 - Union Incidence, Growth & Decline

Benjamin, Dwayne, Morley Gunderson, Thomas Lemieux & W. Craig Riddell, 2017, Labour Market Economics, 8th edn., McGraw-Hill Ryerson. Ch14, pp402-417.

Campolieti, Michele, Rafael Gomez, Morely Gunderson, 2013. "Managerial Hostility and Attitudes Towards Unions: A Canada-US Comparison", *J Labor Res*, 34, 99-119. Provided via Avenue

Employment and Social Development Canada, 2016. "Labour Organizations in Canada 2015". Cat. No.: LT-289-08-16E. Provided via Avenue.

4 - Union Objectives: Theory and Evidence

Benjamin, Dwayne, Morley Gunderson, Thomas Lemieux & W. Craig Riddell, 2017, Labour Market Economics, 8th edn., McGraw-Hill Ryerson. Ch14, pp417-439.

5 - Union Impacts on Wages

Benjamin, Dwayne, Morley Gunderson, Thomas Lemieux & W. Craig Riddell, 2017, Labour Market Economics, 8th edn., McGraw-Hill Ryerson. Ch15, pp441-459.

6 - Union Impacts on Economic Inequality & Non-Wage Outcomes

Benjamin, Dwayne, Morley Gunderson, Thomas Lemieux & W. Craig Riddell, 2017, Labour Market Economics, 8th edn., McGraw-Hill Ryerson. Ch15, pp459-477.

7 – Disputes in Collective Bargaining – Strikes and Alternatives

Gunderson, Morley, Bob Hebdon, and Douglas Hyatt, 2009, "Strikes and Dispute Resolution," Ch.12 in Canadian Labour and Employment Relations, 6th edition, Toronto: Pearson, pp322-360.

Ehrenberg, Ronald G, and Robert S Smith, 2015, Modern Labor Economics: Theory and Public Policy, Twelfth Edition, Pearson Education Inc. Ch13, pp472-480. Provided via Avenue.

Bartkiw, Timothy J., 2015, "Collective Bargaining, Strikes and Lockouts Under the Labour Relations Act, 1995", Prepared for the Ontario Ministry of Labour, to support the Changing Workplaces Review of 2015, pp3-21. Provided via Avenue.

AVENUE TO LEARN

Avenue to learn will be used to post all course related materials such as lecture videos, slides (with audio) and announcements. Material will be uploaded onto Avenue regularly. It is your responsibility to check the "Announcements" section of Avenue daily. Click your name in the top right corner of the Avenue page and choose "Notifications". You will see a list of items that you can receive notifications for. Choose "Announcements" – any time there is a new or updated announcement, you will receive an email or SMS on your phone.

You must maintain a frequent online presence as it pertains to this course. This means you are accessing the resources provided to you in Avenue and checking the announcements and your email on a daily basis. If you miss any communication because you failed to regularly check your email or the announcements, no consideration will be given.

COURSE EVALUATION – OVERVIEW

- 1. Assignments (20%)** – Two assignments at 10% each. The first assignment will be during the week of October 12th. The second assignment will be during the week of November 23rd.
- 2. Midterm test (30%)** – Week of October 26th, exact date will be announced at the start of the course.
- 3. Final Exam (50%)** - During final examination period in December, exact date will be announced during the course

As students are assessed remotely, the testing is open book. Students are expected to work on their own. Submissions will be made to folders in Avenue. Any charts/graphs drawn by students for tests or assignments can be submitted via scanning or taking a picture with a cellphone.

Coverage of the midterm will depend on the pace of the class to that point in the term. **No make-up midterm** and **No early writes** are provided. In the event that a student is unable to write a midterm exam on the scheduled date, a medical certificate should be submitted within 5 days. With valid documentation, the 25% of total course grade from the missed mid-term will be re-assigned to the final examination. In the absence of valid documentation, a grade of zero will be assigned for the missed mid-term exam.

The assignments are meant to help to prepare you for the mid-term test and the final exam. Late assignments will not be accepted and will receive a grade of zero.

The Final ***Exam will be cumulative*** and will cover all material covered in class.

COURSE POLICIES

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

McMaster Policies and Guidelines for Students

ACADEMIC INTEGRITY

You are expected to exhibit honesty and use ethical behaviour in all aspects of the learning process. Academic credentials you earn are rooted in principles of honesty and academic integrity. It is your responsibility to understand what constitutes academic dishonesty.

Academic dishonesty is to knowingly act or fail to act in a way that results or could result in unearned academic credit or advantage. This behaviour 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. For information on the various types of academic dishonesty please refer to the Academic Integrity Policy, located at <https://secretariat.mcmaster.ca/university-policies-procedures-guidelines/>

The following illustrates only three forms of academic dishonesty:

- plagiarism, e.g. the submission of work that is not one's own or for which other credit has been obtained.
- improper collaboration in group work.
- copying or using unauthorized aids in tests and examinations.

AUTHENTICITY / PLAGIARISM DETECTION

Some courses may use a web-based service (Turnitin.com) to reveal authenticity and ownership of student submitted work. For courses using such software, students will be expected to submit their work electronically either directly to Turnitin.com or via an online learning platform (e.g. A2L, etc.) using plagiarism detection (a service supported by Turnitin.com) so it can be checked for academic dishonesty.

Students who do not wish their work to be submitted through the plagiarism detection software must inform the Instructor before the assignment is due. No penalty will be assigned to a student who does not submit work to the plagiarism detection software. All submitted work is subject to normal verification that standards of academic integrity have been upheld (e.g., on-line search, other software, etc.). For more details about McMaster's use of Turnitin.com please go to www.mcmaster.ca/academicintegrity.

COURSES WITH AN ON-LINE ELEMENT

Some courses may use on-line elements (e.g. e-mail, Avenue to Learn (A2L), LearnLink, web pages, capa, Moodle, ThinkingCap, etc.). Students should be aware that, when they access the electronic components of a course using these elements, 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 a course that uses on-line elements will be deemed consent to this disclosure. If you have any questions or concerns about such disclosure please discuss this with the course instructor.

ONLINE PROCTORING

Some courses may use online proctoring software for tests and exams. This software may require students to turn on their video camera, present identification, monitor and record their computer activities, and/or lock/restrict their browser or other applications/software during tests or exams. This software may be required to be installed before the test/exam begins.

CONDUCT EXPECTATIONS

As a McMaster student, you have the right to experience, and the responsibility to demonstrate, respectful and dignified interactions within all of our living, learning and working communities. These expectations are described in the Code of Student Rights & Responsibilities (the "Code"). All students share the responsibility of maintaining a positive environment for the academic and personal growth of all McMaster community members, whether in person or online.

It is essential that students be mindful of their interactions online, as the Code remains in effect in virtual learning environments. The Code applies to any interactions that adversely affect, disrupt, or interfere with reasonable participation in University activities. Student disruptions or behaviours that interfere with university functions on online platforms (e.g. use of Avenue 2 Learn, WebEx or Zoom for delivery), will be

taken very seriously and will be investigated. Outcomes may include restriction or removal of the involved students' access to these platforms.

ACADEMIC ACCOMMODATION OF STUDENTS WITH DISABILITIES

Students with disabilities who require academic accommodation must contact Student Accessibility Services (SAS) at 905-525-9140 ext. 28652 or sas@mcmaster.ca to make arrangements with a Program Coordinator. For further information, consult McMaster University's Academic Accommodation of Students with Disabilities policy.

REQUESTS FOR RELIEF FOR MISSED ACADEMIC TERM WORK

McMaster Student Absence Form (MSAF): 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".

ACADEMIC ACCOMMODATION FOR RELIGIOUS, INDIGENOUS OR SPIRITUAL OBSERVANCES (RISO)

Students requiring academic accommodation based on religious, indigenous or spiritual observances should follow the procedures set out in the RISO policy. Students should submit their request to their Faculty Office normally within 10 working days of the beginning of term in which they anticipate a need for accommodation or to the Registrar's Office prior to their examinations. Students should also contact their instructors as soon as possible to make alternative arrangements for classes, assignments, and tests.

COPYRIGHT AND RECORDING

Students are advised that lectures, demonstrations, performances, and any other course material provided by an instructor include copyright protected works. The Copyright Act and copyright law protect every original literary, dramatic, musical and artistic work, including lectures by University instructors

The recording of lectures, tutorials, or other methods of instruction may occur during a course. Recording may be done by either the instructor for the purpose of authorized distribution, or by a student for the purpose of personal study. Students should be aware that their voice and/or image may be recorded by others during the class. Please speak with the instructor if this is a concern for you.

EXTREME CIRCUMSTANCES

The University reserves the right to change the dates and deadlines for any or all courses in extreme circumstances (e.g., severe weather, labour disruptions, etc.). Changes will be communicated through regular McMaster communication channels, such as McMaster Daily News, A2L and/or McMaster email.