

HRM 3422: Class 5, The Origins of the Canadian Labour Law Model

1. Early 19th Century

- Little paid “employment” outside of fur and agricultural
 - Economy largely subsistence, not consumer-based
 - Skilled trades worked in small workplaces
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2. Mid 19th Century

- Emergence of larger factories in urban centres
 - More unskilled (or lowskilled) workers from Europe arriving
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3. Industrialization (around 1870 onward)

- Larger scale production.
 - Subcontracting model left power in hands of skilled trades
 - Poor working conditions
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4. Emergence of Wide-Scale Factory Employment

- Factory owners move to “employment model”
 - Skilled trades still powerful, form “craft unions”
 - Law treats craft unions as illegal cartels
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5. Arrival of “Industrial Unionism”

- *Idea that all workers should unionize to protect class interests*
 - *Pushed by Knight of Labour from 1870s*
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6. *Scientific Management/Taylorism (late 19th century/early 20th)*

- *Idea that workplace most efficient if jobs broken down to series of distinct tasks that a worker does over and over again*
 - *Deskilling & alienating work process. Very unsatisfying. Poor conditions.*
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7. *Revival of Industrial Unionism (early 20th century)*

- *Terrible working conditions in Western mines, railways, and factories under Taylorism causes interest again in industrial unionism*
 - *“Wobblies” then One Big Union emerge in West, culminating in Winnipeg General Strike (1919)*
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8. *Depression Era (1920-30s), World War II (early 1940s)*

- *Labour unions weakened during depression years*
 - *But strengthened during WWII*
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9. *PC 1003 (1943): Birth of Modern Labour Law*

- *Three forces pressured MacKenzie King to introduce PC 1003*
- *What were the basic components of the model?*

10. Post WWII Developments

- *Post War Consensus*
- *Facilitated unionization in large industrial workplaces, where men worked*
- *Late 1960s, public sector workers permitted to unionize*
- *Since 1990s, political opinion shifted against Institutionalism/Pluralist, towards Neo-classical & Managerialist*
