Industrial Relations in Canada (Canadian) 4th edition Hebdon Test Bank

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TRUE/FALSE

1 : Female telephone operators were actively involved in the Winnipeg General Strike.
A : true
B : false

Correct Answer : A

2 : In a “master–servant relationship” the basis of the relationship is common law.
A : true
B : false

Correct Answer : A

3 : The nine-hour movement was an international worker’s attempt to secure shorter working days.
A : true
B : false

Correct Answer : A

4 : The Knights of Labor followed the founding principles of the AFL.
A : true
B : false

Correct Answer : B

5 : The Knights of Labor were opposed to strikes.
A : true
B : false

Correct Answer : A

6 : The Berlin Convention resulted in the TLC being comprised of many union affiliates.
A : true
B : false

Correct Answer : B

7 : James Woodsworth formed the New Democratic Party (NDP).
A : true
B : false

Correct Answer : B

8 : The One Big Union (OBU) is often associated with the Winnipeg General Strike.
A : true
B : false

Correct Answer : A

9 : The Wagner Act required that employers bargain collectively with certified unions.

A : true
B : false

Correct Answer : A

10 : The Rand Formula required that all dues would be paid directly to the employer.
A : true
B : false

Correct Answer : B

11 : Mexico was included in the first (1987) Free Trade Agreement.
A : true
B : false

Correct Answer : B

12 : Unifor is positioning itself as the advocator for employed and unemployed.
A : true
B : false

Correct Answer : A

SHORT RESPONSE

13 : Name the three key principles of the original American Federation of Labor (AFL).

Correct Answer : 1) Exclusive jurisdiction2) Political nonpartisanship3) Business unionism (or pure and simple unionism)

14 : Name five key elements of the Wagner Act that still remain in today's labour relations legislation.

Correct Answer : 1) It created the National Labour Relations Board.2) It required that employers bargain collectively with certified unions.3). It defined unfair labour practices.4). It gave NLRB the ability to order remedies for employer violations of the NLRA.5). It adhered to doctrine of exclusivity.6). It encouraged collective bargaining.

15 : Name two ways in which P.C. 1003 (the Wartime Labour Relations Regulation) differed from the Wagner Act.

Correct Answer : 1) P.C. 1003 included mechanisms to handle workplace disputes during the term of the collective agreement (e.g., grievance procedures).2) P.C. 1003 required conciliation prior to a legal strike.

16 : While the Canadian labour movement followed the American labour movement in the early years, the Canadian labour movement has become significantly more independent since the 1940s. Provide three examples that support this claim.

Correct Answer : 1) The ability of public sector to bargain collectively (e.g., PSSRA)2) The relationship between labour federations and political parties, such as the NDP3) The formation

of the CAW4) The inclusion of conciliation and workplace dispute resolution mechanisms in labour relations legislation (e.g., P.C. 1003)

17 : Present two ways in which governments have used legislation to limit union wage gains in the public sector.

Correct Answer : 1) Wage and price control legislation (6 and 5; AIB)2) Legislation replacing collective bargaining (back-to-work legislation)

18 : Name the three ways the Knights of Labor differentiated from other labour organization.

Correct Answer : 1) It believed in creation of one large single union for skilled and unskilled workers.2) It opposed strikes.3) It sought to establish a cooperative business.

MULTIPLE CHOICE

19 : Which two groups were central to the start of the Winnipeg General Strike?
A : metal workers and phone operators
B : receptionists and metal workers
C : phone operators and carpenters
D : carpenters and receptionists

Correct Answer : A

20 : Which of the following was a historical characteristic of the master–servant relationship?
A : A master's power was limited by law.
B : Servants were commonly organized in guilds.
C : Workers' legal rights included limited statutory holiday leave.
D : Refusing work was a criminal offence.

Correct Answer : D

21 : Which term refers to a process in which trainees learn a trade under the supervision of a senior tradesperson?
A : trade school
B : development
C : trade unionism
D : apprenticeship

Correct Answer : D

22 : What was a key feature of new-model unionism?
A : All members performed the same trade or specialty.
B : Apprenticeships were excluded.
C : It provided a free supply of labour.
D : Unions favoured strike action.

Correct Answer : A

23 : Which of the following occurred first in Canadian labour history?
A : Berlin convention founds the National Trades and Labour Congress

B : *Trade Union Act* passes
C : *Public Service Staff Relations Act* passes
D : *Winnipeg General Strike*

Correct Answer : B

24 : Why was the Nine-Hour Movement a significant point in Canadian labour history?
A : It established the right to strike.
B : It provided the foundation for the birth of a formalized Canadian labour movement.
C : It abolished trade unionism.
D : It drew women into the labour movement.

Correct Answer : B

25 : When did the Nine-Hour Movement take place?
A : 1872
B : 1919
C : 1935
D : 1956

Correct Answer : A

26 : Which lasting impact of the Nine-Hour Movement is likely still felt in modern workplaces?
A : labour standards that regulate overtime
B : a divide between craft and industrial unions
C : the master–servant relationship
D : tripartite labour boards

Correct Answer : A

27 : Which of the following were guiding principles when the American Federation of Labor was founded?
A : bipartisan jurisdiction
B : exclusive jurisdiction
C : overthrow capitalism
D : the right to strike

Correct Answer : B

28 : What terms refers to the idea that a single union represents all workers of an occupational group?
A : exclusive jurisdiction
B : political nonpartisanship
C : business unionism
D : pure unionism

Correct Answer : A

29 : When was the Trade and Labour Congress (TLC) founded?
A : 1886
B : 1919
C : 1935
D : 1956

Correct Answer : A

30 : Who is considered by many to be the founding father of the labour movement in Canada?
A : Daniel O'Donoghue
B : John A. MacDonald
C : John Dunlop
D : William Lyon Mackenzie King

Correct Answer : A

31 : At its 2019 convention, the Newfoundland and Labrador Federation of Labour adopted a resolution advocating for the implementation of a national, publicly funded pharmacare plan. This is an example of which kind of unionism?
A : "bread and butter"
B : business
C : social
D : political

Correct Answer : C

32 : When was the Knights of Labor formed?
A : 1849
B : 1869
C : 1919
D : 1935

Correct Answer : B

33 : What dividing feature of the early movement to unionization was highlighted by the Berlin Convention of 1902?
A : fear of financial insolvency
B : tripartite conflict resolution
C : struggle between craft versus industrial unionism
D : business unionism

Correct Answer : C

34 : Who was credited with developing the 1907 Industrial Disputes Investigation Act?
A : Daniel O'Donoghue
B : Samuel Gompers
C : John A. MacDonald
D : William Lyon Mackenzie King

Correct Answer : D

35 : Which aspect of Canadian labour relations history is similar to labour relations in the United States?
A : the division of the labour movement along craft/industrial lines
B : allowing civil servants to unionize
C : legislated grievance procedures
D : elements of social unionism in the national federation of labour

Correct Answer : A

36 : When did the Winnipeg General Strike take place?
A : 1918
B : 1919
C : 1940
D : 1945

Correct Answer : B

37 : Why was the Winnipeg General Strike remarkable?
A : It united the western labour movement.
B : It was the first large-scale series of sympathy strikes.
C : It brought bargaining rights to all employees.
D : It resulted in One Big Union in Canada.

Correct Answer : B

38 : Which organization formed in 1956 was a unification between skilled and unskilled workers?
A : One Big Union
B : Canadian Labour Congress
C : Canadian Trades and Labour Congress
D : Unifor

Correct Answer : B

39 : Which term best describes unions that organize all workers of an industry or workplace regardless of occupation?
A : workplace unions
B : democratic unions
C : trade unions
D : industrial unions

Correct Answer : D

40 : When did the Wartime Labour Relation Regulation (P.C. 1003) come into effect?
A : 1919
B : 1939
C : 1944
D : 1949

Correct Answer : C

41 : How is Canadian labour legislation different from the Wagner Act?
A : Canadian labour legislation requires mandatory grievance procedures.
B : Canadian labour legislation requires that employers bargain collectively with certified unions.
C : Canadian labour legislation defines unfair labour practices.
D : Canadian labour legislation adheres to the doctrine of inclusivity.

Correct Answer : A

42 : Which of the following requires members of a bargaining unit to pay dues whether or not

they are part of the union membership?
A : certification
B : closed shop
C : Rand Formula
D : dues check-off

Correct Answer : C

43 : Which term refers to the process of an amount automatically being deducted from pay and forwarded to the union?
A : certification
B : union shop
C : dues check-off
D : automatic deduction

Correct Answer : C

44 : Which province first passed legislation requiring employers to bargain collectively with recognized unions?
A : New Brunswick
B : Ontario
C : British Columbia
D : Nova Scotia

Correct Answer : D

45 : What did the Rand formula achieve for unions?
A : exclusive jurisdiction
B : financial security
C : political nonpartisanship
D : new model unionism

Correct Answer : B

46 : Which original, founding AFL principle did the CLC's formation deviate from?
A : exclusive jurisdiction
B : political nonpartisanship
C : business unionism
D : pure unionism

Correct Answer : B

47 : Why did the Public Service Staff Relations Act mark an important turning point in Canadian labour relations?
A : It allowed workers to appeal certain employment decisions.
B : It granted collective bargaining rights to federal government employees.
C : It denied bargaining rights to a large percentage of Canada's unionized work force.
D : It mimicked the United States, where civil servants do not bargain collectively.

Correct Answer : B

48 : Which term best describes the fate of Canadian National Railways?
A : privatization

B : contracting out
C : selling off
D : restructuring

Correct Answer : A

49 : Which of the following were privatized in the 1990s as part of federal government restructuring?
A : educational institutions
B : government services
C : hospitals
D : Crown corporations

Correct Answer : D

50 : Which of the following best characterizes the Canadian economy in the 1990s?
A : Wages increased significantly.
B : The public sector became increasingly unionized.
C : There were severe job losses.
D : There was a boom in natural resource industries.

Correct Answer : C

51 : Which of the following has greatly affected public-sector labour relations since the 1990s?
A : free trade
B : globalization
C : freedom of information legislation
D : back-to-work laws

Correct Answer : D

52 : According to recent evidence, what percentage of Canadians are employed in some form of nonstandard work arrangement?
A : 15
B : 30
C : 40
D : 50

Correct Answer : C

53 : Which traditional union stronghold has seen a decline since 2000 as result of restructuring?
A : agriculture
B : natural resources
C : service industry
D : public sector

Correct Answer : D

54 : Which sector has been hit the hardest by competitive pressures and job losses?
A : agriculture
B : public sector
C : manufacturing
D : construction

Correct Answer : C

ESSAY

55 : Define the term “master–servant” relationship and describe its implications to common law.

Correct Answer : Prior to unionization, the employment relationship was best described as the master–servant relationship. As the name implies, the employer, as the master, made all the rules. The employee, as a servant, was required to follow these rules. As such, employees had limited protection or rights. This was because the basis of the relationship was common law. Under common law, the employment contract required that employees perform the work and employers pay workers’ wages. There was such a power imbalance between workers and employers that employees were often coerced into agreeing to employment terms and conditions. It was illegal for workers to quit; for them to bargain collectively or to form a union was deemed a conspiracy; and management controlled virtually all aspects of the employment relationship. Common law exists today, and is often used to refer to the law regime for non-union employment. However, employees under common law today have many more rights than they did 100 years ago.

56 : Discuss the three principles of the American Federation of Labor.

Correct Answer : Exclusive jurisdiction: Gompers believed that unions should be craft or trade-based.This meant that only wage earners could be union members and that each union would be responsible for a single occupation or trade: “one union per craft; one craft per union.” Thus, only one union could represent bricklayers, another union could only represent blacksmiths, etc. This exclusive jurisdiction view conflicted with that of groups like the Knights of Labor, which were open to skilled and unskilled labour.?Business unionism (or pure-and-simple unionism): Gompers believed that the primary focus of unions should be the economic well-being of their members rather than political reform. He felt that the best way to ensure workers’ rights was to ensure they had economic security. In fact, he is often quoted as saying, “more, more, and more”—referring to more economic gains for workers. Because of this view, North American unionism is often referred to as “bread and butter” unionism or business (or pure-and-simple) unionism—its focus being to make certain there was bread and butter on the tables of workers. Accordingly, the AFL did not seek to overthrow capitalism or business owners, as was the case of socialist unionism. Rather, Gompers advocated that unions needed to operate in the capitalistic economy with the goal of getting the best deal possible for their members.?Political nonpartisanship: Gompers believed that labour should practise political nonpartisanship—that is, it should not align itself with any one political party or group. Rather, he asserted that labour should create its own priorities, clearly articulate these priorities, seek the endorsement of existing political parties for these priorities, and mobilize members to vote for those politicians or parties that supported labour’s priorities. Among IR circles this became known as “rewarding friends (those that supported labour’s priorities) and punishing enemies (those that did not support labour’s priorities

57 : Discuss why the Industrial Disputes Investigation Act was so important to Canada labour relations.

Correct Answer : In 1907, when William Lyon Mackenzie King held the position of deputy minister of labour, he created the Industrial Disputes Investigation Act (IDIA). The Act, which would become a cornerstone of Canadian law, marked an ongoing trend in Canadian

legislation, namely the need for third-party intervention prior to a strike. Many of the key elements of the IDIA still hold true today, causing some historians arguing that the IDIA laid the foundation for the particular industrial relations system that exists in Canada.The act required that all workers and employers in certain industries (i.e., resources, utilities, and transportation) submit their disputes to a three-person conciliation board prior to a strike or lockout. Parties would present evidence to the panel, and the panel would issue a report. However, there was a required “cooling-off” period once the board completed its report, during which the parties were not permitted to proceed to work stoppage.