

Labour Studies 2H03 – Sports & Work

Winter 2019

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OFFICE HOURS: Monday 3:30-4:30

LECTURE: Mondays, 2:30-3:20; Wednesdays, 2:30-4:20 BSB B135

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Course Description

Sports offer an exceptional laboratory to study the world of work, labour relations, and the working class. This course examines sports and athletes in relation to the labour market, collective bargaining and labour relations, employment legislation, and identity. The aim of the course is twofold. First, it seeks to impart upon students a better practical understanding of the professionalization of sports, labour relations in professional sports, the relationship between sports and employment legislation, and the intersections of class, race, nationality, and gender in sports. Second, it draws upon the world of sports as a catalyst to help students engage with broader concepts and areas of analysis related to labour studies and employment relations.

The course meets on Monday and Wednesday. Students will be evaluated based on written assignments, a final exam, and attendance and participation in class exercises and workshops. It is the student's responsibility to attend, be punctual, participate in, and be adequately prepared for class exercises and workshops.

Course Learning Objectives

The course will provide students with critical insight into the following questions:

- Why study sports as a means to learn more about work and society?
- How and when did sports become professionalized?
- How, when, and why did the earnings of professional athletes increase?
- How are sports labour relations similar and/or different than labour relations in other industries?
- How is labour and employment legislation applied to professional sports, and what are some of the major challenges (particularly around OH&S, differences in Canadian and US legislation, and purportedly amateur athletes)?
- How have certain groups of people been included or excluded from professional sports based on race, class, and gender?

Required Materials and Texts

Futterman, Matthew (2016) *Players: The Story of Sports, Money, and the Visionaries who Fought to Create a Revolution*. New York: Simon and Schuster.

The 'textbook' is written by a journalist in an accessible and approachable fashion. Final exam questions will be based directly on the textbook.

In addition, several other readings are listed in the syllabus. They are available online.

Course Evaluation Breakdown

	Value	Due
• Written Assignment #1 – Proposal	5%	January 21
• Written Assignment #1 – Paper	25%	February 4
• Mid-term Exercise	15%	February 6
• Written Assignment #2 –Mid-Term Reflection	10%	February 11
• Collective Agreement Workshop	15%	Feb 25/Mar 4
• Final Exam	30%	TBD

Weekly Course Schedule and Required Readings

Week 1 (January 7th and January 9th)

- Overview and Framework
- Why Study Sports?
- Origins of Sports

Readings: Readings: Kahn, L. (2000) 'The Sports Business as a Labour Market Laboratory' *The Journal of Economic Perspectives*

Week 2 (January 14th and 16th)

- Evolution of Professional Sports I

Readings: Futterman, Introduction, Chapter 1, and Chapter 2

Week 3 (January 21st and 23rd)

- Evolution of Professional Sports II

Readings: Futterman, Chapter 3 and Chapter 4

Week 4 (January 28th and 30th)

- Sports Labour Markets and Economics

Readings: Rosen, S. and A. Sanderson (2001), 'Labour Markets in Professional Sports' *The Economic Journal*

Week 5 (February 4th and 6th)

- February 4th: Mid-Term Exercise Overview
- February 6th: Mid-Term Exercise

Week 6 (February 11th and 13th)

- Sports Labour Relations I

Readings: Readings: Hill, J. and J. Taylor (2008) 'Do Professional Sports Unions fit the Standard Model of Traditional Unionism?' *Journal of Labor Research*

Week 7 (February 25th and 27th)

- February 25th: Collective Agreement Workshop Group 1
- Sports Labour Relations II

Readings: Readings: Futterman, Chapter 5; Staudohar, P. (1997) 'The Baseball Strike of 1994-95' *Monthly Labor Review (BLS)*

Week 8 (March 4th and March 6th)

- March 4th: Collective Agreement Workshop Group 2
- Sports Labour Relations III

Readings: Readings: Staudohar, P. (2000) 'Labor Relations in Basketball: the Lockout of 1998-99' *Monthly Labor Review (BLS)*; Staudohar, P. (2012) 'The Basketball Lockout of 2011' *Monthly Labor Review (BLS)*

Week 9 (March 11th and 13th)

- Sports and Law I – Introduction and Occupational Health & Safety

Readings: Young, K. (1993) 'Violence, Risk, and Liability in Male Sports Culture' *Sociology of Sport Journal*; Prust, B. (2015) 'Why we Fight' *The Players' Tribune (online)*

Week 10 (March 18th and 20th)

- Sports and Law II – Discrimination and Minimum Employment Standards

Readings: Hune-Brown, N. (2015) 'Hockey's Puppy Mill' *The Walrus (online)*; Cohen, J. (2015) 'Child Labor, Lawsuits, and how Junior Hockey Exploits its Players for Profit' *Vice Sports (online)*; Kahn, L. (1991) 'Discrimination in Sport: A Survey of the Literature' *Industrial and Labor Relations Review*

Week 11 (March 25th and 27th)

- Individual Sports – Combat Sports, Golf, and Tennis

Readings: Futterman, Chapter 6; Garcia, R. and D. Malcolm, 'Decivilizing, civilizing, or informalizing? The international development of Mixed Martial Arts' *International Review for the Sociology of Sport*

Week 12 (April 1st and 3rd)

- Emerging Themes in Sports and Work

Readings: Futterman, Chapter 7 and Chapter 10; Hollist, K. (2015) 'Time to be Grown-ups about Video Gaming' *Arizona Law Review*

Week 13 (April 8th)

- Course Review and Exam Prep

Course Policies

Submission of Assignments

Assignments should be submitted in-class on the due date. The instructor and TA will only grade paper copies of assignments.

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

Late assignments will only be accepted under unusual circumstances. Assignments handed in late may be subject to a penalty of 10% of the value of the assignment per business day.

Absences, Missed Work, Illness

Attendance and participation are mandatory and essential. Students should endeavour to inform the instructor at the earliest possible time if they anticipate being absent from class.

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.

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.

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:

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

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