



**COMMERCE 304, EMPLOYMENT LAW IN CANADA  
COURSE NUMBER: 50120  
SEMESTER: SEPTEMBER 2016**

**INSTRUCTOR: Mitch Houg  
I1m[BDCTELE**

**PHONE NUMBER: 561-0008 (Office) or 563-9463 (Home)  
CLASS TIME: Thursday, 6:00 pm to 8:50 pm  
CLASS LOCATION: Teaching and Learning Centre, Room 10 – 4520  
WEBSITE: UNBC Blackboard**

Information regarding the School of Business at UNBC can be found at: <http://www.unbc.ca/commerce>

**COURSE DESCRIPTION:**

The purpose of this course is to foster an understanding of the legal context of the relationship between employer and employee, and of the duties and responsibilities in that relationship. The laws surrounding human rights, employment standards, health and safety, grievance and arbitration, and dismissal are examined. This course also promotes an understanding of how these legal concepts and issues are applied to specific problems in business. This semester allows for twelve (12) lecture/class sessions in which to explore these concepts and topics.

**COURSE OBJECTIVES:**

The objectives of this course include the following:

1. To introduce students to the legal concepts and issues relating to employment from the perspective of both employees and employers in the areas important to Canadian business;
2. To promote an understanding of how these legal concepts and issues are applied to specific problems students will face in their business careers;
3. To sharpen the student's ability to think, reason and to apply that knowledge to solve real-life problems;
4. To examine employment law as a "real life" subject rather than as a matter of history or theory.
5. To learn valuable information about employment law issues for use in your careers, not simply to be memorized and then forgotten after the final examination is completed.

**REQUIRED TEXT:**

**Individual Employment Law**, Second Edition (or newer), Copyright 2008, Geoffrey England, Irwin Law Inc.

**COURSE ASSIGNMENTS AND GRADE WEIGHTING**

Assignment	Due Date	Grade Weight
Class Participation	September to December 2016	5%
Employment Law Jeopardy	December 1, 2016	20%
Assignments	September to December 2016	30%
Midterm Examination	November 3, 2016	15%
Final Examination	December 2016	30%

cannot collaborate with fellow classmates or other students when completing the take home portion of your assignment.

Each assignment will be handed out at the end of the class on the dates indicated in the Course Schedule set out below or otherwise announced during the course of this semester. As well, each assignment will be posted on Blackboard. Each assignment must be completed and returned at the beginning of the subsequent class for which the completed assignment is scheduled to be returned. The only exception is bereavement or duly authenticated illnesses that rendered the student unable to complete and return the quiz by the due date.

assignment due to the exceptions noted above is provided further below.)

### Midterm

open book, it must be completed independently. In other words, you cannot collaborate with fellow classmates or other students when completing the Midterm.

The Midterm will be handed out at the end of the class on the date indicated on the dates indicated in the Course Schedule set out below

Final Examination

- d. Candidates must not leave their seats, except when granted permission by the proctor.
- e. Candidates must turn in all materials, including rough work, upon leaving the examination room.
- f. Food and beverages other than water are not permitted in the examination room.

### **MISSING A MIDTERM OR EXAM**

Advance notice must be given when a student is unable to appear for an examination. Only duly authenticated bereavement, illness and legitimate reasons are admissible justifications for absence from a scheduled examination (e.g. Writing an LSAT or CGA exam and there is a time conflict).

**Do not schedule travel during the midterm or exam period that may conflict with your final exam!**

### **IF YOU HAVE MISSED A FINAL EXAMINATION**

Satisfactory explanation, with supporting documentation as appropriate, for any final examination missed must be made by the student or designate to the Office of the Registrar within 48 hours from the time the examination was written.

Within 48 hours of receiving a submission, the Registrar or designate may direct the Program under which the course is offered to arrange the writing of a special examination in the case of an examination which was missed.

Normally, for explanations of sickness, a doctor's certification is required. (Regulation 43, Undergraduate Calendar)

### **COURSE SCHEDULE**

As set out below, there will be twelve (12) class/lecture sessions this term. Each class/lecture session takes place on Thursday between 6:00 pm and 8:50 pm. The present location is listed in the University Calendar as the Teaching and Learning Centre, Room 10 4520.

The following lists the class dates and expected activities for that scheduled date. As well, I have listed the portions of the specific chapter we will be dealing with on that date. You are welcome to read any other textbook material but I will limit my lecture remarks, assignments and examination to the material listed. This list may be varied from time to time depending on our progress over the course of the semester.

#### **September**

8<sup>th</sup> (Class 1) Introduction and the Common Law Obligations of the Employee; Chapter 1, pp. 1-13, Chapter 2, pp. 16-24, Chapter 4, pp. 49-82

15<sup>th</sup> (Class 2) Common Law Obligations of the Employee continued and The Common Law Obligations of the Employer; Chapter 5, pp. 84-102

22<sup>nd</sup> (Class 3) Modification and Termination of Employment, Chapter 3, pp. 35-45, Chapter 9, pp. 283-296, 300-363, 394-422

29<sup>th</sup> (Class 4) Termination of Employment Continued

## October

6<sup>th</sup> (Class 5) Termination of Employment Continued, Assignment #1 Handed Out

13<sup>th</sup> (Class 6)  
159, Assignment #1 Due

20<sup>th</sup> (Class 7) Occupational Health and Safety and Human Rights Legislation in the Work Place, Chapter 6, pp. 187-203, Chapter 7, pp. 213-233, 246-261, Assignment #2 Handed Out

27<sup>th</sup> (Class 8) Occupational Health and Safety and Human Rights Legislation in the Work Place Continued, Assignment #2 Due

## November

3<sup>rd</sup> (Class 9) Union and Collective Bargaining, Part 1 (Blackboard), Assignment #2 Due, Midterm Handed Out

17<sup>th</sup> (Class 10) Union and Collective Bargaining, Part 2 (Blackboard), Midterm Due

24<sup>th</sup> (Class 11) Union and Collective Bargaining, Part 3 (Blackboard), Assignment #3 Handed Out

## December

1<sup>st</sup> (Class 12) Employment Law Jeopardy with Professor Buster C. Domesticus and Perfect Attendance Awards, Assignment #3 Due (Pizza Night)

**Grading System** as per [www.unbc.ca/calendar/undergraduate/general/regulations.html](http://www.unbc.ca/calendar/undergraduate/general/regulations.html)

<u>Excellent</u>	A+	=	90-100
	A	=	85-89.9
	A-	=	80-84.9
<u>Good</u>	B+	=	77-79.9
	B	=	73-76.9
	B-	=	70-72.9
<u>Satisfactory</u>	C+	=	67-69.9
	C	=	63-66.9
<u>Marginal</u>	C-	=	60-62.9
	D+	=	57-59.9
	D	=	53-56.9
	D-	=	50-52.9
<u>Failure:</u>	F	=	0-49.9



## **FINAL Exams**

In addition to the above comments on examinations, please see the calendar regarding the details on UNBC expectations. Please refer to Section 39 of the Undergraduate Academic Calendar

## **Access Resource Centre**

If there are students in this course who, because of a disability, may have a need for special academic accommodations, please feel free to meet with the instructor to review your specific needs or contact the Access Resources Centre located in the Teaching and Learning Centre, Main Floor West Block Room 10-1048 Tel 250-960-5682 or via email [arc@unbc.ca](mailto:arc@unbc.ca) For more information, please visit their website [www.unbc.ca/arc](http://www.unbc.ca/arc)

## **Academic Advising**

For academic advising please contact the Recruitment and Advising Centre Room 7-714, by email: [advising@unbc.ca](mailto:advising@unbc.ca) or via phone at 250-960-6494.

## **Access Success Centre**

For tutoring online or in person; download handouts on writing, math, and referencing; receive