

***Disclaimer:** This is a sample course outline and is subject to change. Official course outlines will vary depending on delivery format and instructor*

Territory Acknowledgement

We acknowledge and respect the ləkʷəŋən peoples on whose traditional territory the university stands and the Songhees, Esquimalt and W̱SÁNEĆ peoples whose historical relationships with the land continue to this day.

BMBA210: Employment Law and Labour Relations

Course Description

This course will examine some of the legal principles that, to an ever-increasing extent, govern the employer-employee relationship. In the non-union sector, the common law of contract and several employment related statutes—such as the Employment Standards Act and the Human Rights Code—are of principal concern. Course components may include reviewing relevant statutes, analyzing judicial decisions, class presentations and discussion.

Learning Outcomes

Upon completion of this course, you will be able to:

- Understand the important legal considerations that regulate the relationship of employer and employee.
- Acquire a current understanding of the effect of employment law through relevant, real-life application of legal and practical issues arising in employment.
- Understand the potential risks of certain courses of action with a view to minimizing legal liability.
- Know when to obtain legal advice based on your knowledge of legal circumstances.
- Recognize the legal framework as applicable to the employment relationship.
- Effectively write about and present on topics arising in employment law gained through individual and team exercises.

Resources

This course has a required textbook: Williams-Whitt, Letourneau, Schmaltz, Filsinger (2021) *Employment Law for Business and Human Resource Professionals, 4th Edition*, Emond Montgomery Publications Limited.

Weekly Schedule

Week	Topics	Readings and Activities
Week 1	Introduction to the course: syllabus, assessment Overview of employment law	Chapter 1
Week 2	Court Case groups Common law of employment	Chapter 2
Week 3	Unionized Workplaces	Chapter 3
Week 4	Employment Contract	Chapter 5 Quiz #1
Week 5	Dismissal with Cause	Chapter 13 Quiz review
Week 6	Dismissal Without Cause	Chapter 14
Week 7	<i>Employment Standards Act</i>	Chapter 6 Quiz #2
Week 8	<i>Human Rights Code</i>	Chapter 7 Quiz review
Week 9	<i>Occupational Health & Safety</i> <i>Workers Compensation</i>	Chapter 8 & 9 Court Case Presentations
Week 10	Navigating the Employment Relationship	Chapter 11 Court Case Presentations
Week 11	Resignation and Retirement Post-Employment Obligations	Chapter 12 Chapter 15
Week 12	Review for Final Exam	
Week 13	Final Examination	Final Exam

Evaluation

Assignment	Mark
Class Participation class attendance and individual participation	10%
Quiz 1 – covers Chapters 1, 2, 3 and 5 +/- 25 multiple choice and T/F questions <ul style="list-style-type: none">Allowed: open book, laptop, PPTs, notesNot Allowed: AI, phones	20%
Quiz 2 – covers Chapters 6, 7, 8, 9 and 11 +/- 25 multiple choice and T/F questions <ul style="list-style-type: none">Allowed: open book, laptop, PPTs, notesNot Allowed: AI, phones	20%
Court Case: <ul style="list-style-type: none">- Written case brief (5%)- Group presentations (5%)- Individual content and presentation (10%)	20%
Final Examination – cumulative +/- 50 multiple choice and T/F questions <ul style="list-style-type: none">Allowed: open book, laptop, PPTs, notesNot Allowed: AI, phones	30%

Assignments

Court Case Group Presentation

Group assignment

Grade: 20% of final grade

Suggested start date: Monday, Week 2

Due date: 11:55 p.m. PT, Sunday, Week 10

Description: Assignment - Court Case Group Presentation

Group presentations must involve each member in a speaking role. Students will be assigned to groups of three or four after registration closes. Each group will select a trial or appeal court decision to "brief" - that is, prepare a two to three page summary - and to present to the class in a 15 minute presentation. A PowerPoint is optional for your presentation, but you must bring your PPT on a USB drive if you want to use one. Hard copies of your written case brief must be handed in immediately prior to your group beginning its presentation. The written brief and your presentation should summarize the essential elements of the case you selected:

- its path through the court system;
- the relevant facts;

- the legal issues before the court;
- what the court decided;
- the reason for the decision; and
- the potential impact of the decision in the future - how will it affect other businesses and how they should operate.

Participation

Individual Assignment

Grade: 10% of the final grade (participation = 5%, attendance = 5%)

Suggested start date: beginning of course

Due date: end of course

Usage of GenAI

Please be advised that in this course you are **not authorized** to use any form of generative AI. In order to successfully complete course activities, **generative AI is not required nor welcomed**. Students should not make any use of generative AI tools such as ChatGPT, Grammarly, among others that use AI for content generation and editing. As the University of Victoria states in its Academic Integrity Policy “Academic integrity requires commitment to the values of honesty, trust, fairness, respect, and responsibility.”. Therefore, I expect you to comply with the course syllabus and I encourage you to enhance your academic experience in this course by refraining from using generative AI.

Attendance Requirements

The course emphasizes **active engagement, collaborative teamwork, and hands-on learning**. Attendance is crucial and considered mandatory for all participants for all sessions (full 3 hours) of the course. Please inform your instructor in advance if you’re unable to attend any class sessions. Please note that missing more than one session (3 hours) requires a valid and sufficient reason for absence with verifiable circumstances that substantially prevent your attendance. Your commitment to active participation significantly contributes to your learning experience in this course.

Participation Expectations

- Instructors will track attendance and participation throughout the term. Students who do not attend class may be assigned an “N” grade for the course. Attendance will be taken within the first 15 minutes of class and may be taken later as a second check.
- **If you arrive later than 15 minutes, the door will be closed. Please wait until breaktime to enter the class.**
- Instructors can assign a **final grade of N or refuse** a student to **write a final exam, final assignment, or any assignment that follows multiple absences** or misconduct **if a learner has failed to meet the course's minimum attendance requirements** as identified above. They may also refuse admission to a lecture, learning activity, assignment, or exam because of lateness, misconduct, inattention, or failure to meet the responsibilities of the course noted in this outline.

- The instructor reserves the right to not grade assignments submitted by students who have not maintained regular attendance and participation, and a zero grade being assessed for non-submission.
- Missing **more than one session (3 hours)** requires a valid and sufficient reason for absence.
- Arrive on time and remain for the full session; leaving without permission will be marked **absent**. Please note that work schedule conflicts as well as car, bus, carpooling, or ferry delays are generally not accepted as sufficient reasons for absence beyond the one-session limit.
- Students are expected to actively interact with **course materials, peers, and instructors**, including contributing to discussions and teamwork.
- Students are expected to complete assignments and assessments on time and submit work by the due date.
- **Technology use** (cell phones, tablets, laptops, smart glasses/ watches) must be limited to course-related activities only.
- Participation includes respectful active listening, not just talking.
- This course is delivered in a collaborative, discussion-based learning environment. Students are expected to demonstrate respectful and attentive behaviour at all times.
- University policy allows an instructor to refuse a student admission to class because of lateness, misconduct, disruptive behaviour, inattention, or failure to meet the responsibilities of the course.
- It is students' responsibility to be familiar with the criteria in which they are being assessed for this course. Please refer to the specific information under each assessment.

Group Participation Expectations

- Active participation in group work and meetings is required. Students who fail to attend or contribute to group work may be removed from their group, at the instructor's discretion, and deemed ineligible to participate in or receive marks for the group project, including the group presentation.