

DISCLAIMER: This course outline is only a sample and is subject to change. Course materials, assignments, dates, and weighting 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 WSÁNEĆ peoples whose historical relationships with the land continue to this day.

Employment Law and Labour Relations

BMBA210

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, Letournea, Schmaltz, Filsinger (2021) *Employment Law for Business and Human Resource Professionals, 4th Edition*, Emond Montgomery Publications Limited.

Weekly Schedule

Week	Topics
Week 1	Introduction to the course: syllabus, assessment, court case presentation groups Employment law in Canada's legal system
Week 2	B.C./Canadian Common Law of Employment
Week 3	Labour Unions and Unionized Workplaces
Week 4	Quiz – 1 hour (open book) Employment Contracts
Week 5	Quiz review Employment Standards Act
Week 6	Human Rights Code
Week 7	Quiz – 1 hour (open book) Occupational Health and Safety Regulation
Week 8	Quiz review Worker's Compensation Act
Week 9	Group Presentations Termination With Cause
Week 10	Group Presentations Termination Without Cause Wrongful Dismissal
Week 11	Group Presentation Catch Up or Bonus Topic
Week 12	Final Exam Review
Week 13	Final Exam – 3 hours (open book)

Evaluation

Assignment	Due Date and Time	Mark
Quiz 1 One Hour, Open Book +/- 25 multiple choice and T/F questions	Week 4	20%
Quiz 2 One Hour, Open Book +/- 25 multiple choice and T/F questions	Week 7	20%
Court Case Group Presentation 10.0 Group Content/Materials 10.0 Personal Speaking	Week 10	20%
Final Examination Three Hours, Open Book +/- 38 multiple choice and T/F questions - Cumulative	Week 13	30%
Participation 5.0 attendance/5.0 contribution	All classes	10%
	Total	100%

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