

Course Outline

COURSE: LAWS 3401 B – Employment Law

TERM: Winter 2007-08

PREREQUISITES: LAWS 2003, or LAWS 2005, or BUSI 2601

CLASS: **Day & Time:** Tuesday – 6:00-9:00 pm
 Room: 214 CO (University Commons)

INSTRUCTOR: Pinelopi Makrodimitris
(CONTRACT)

CONTACT: **Office:** C476 LA – Contract Instructors’ Office
 Office Hrs: Tuesday – 9:00 – 9:30 pm or by appointment
 Email: pmakrodi@connect.carleton.ca

Students with disabilities needing academic accommodations in this course are required to contact a coordinator at the Paul Menton Centre to complete the necessary *letters of accommodation*. The student must then make an appointment to discuss their needs with the instructor at least two weeks prior to the first class or ITV test. This is to ensure sufficient time is available to make the necessary accommodation arrangement. Please note the deadline for submitting completed forms to the PMC for formally scheduled exam accommodations is March 14, 2008 for April examinations. For further information, please see, http://www.carleton.ca/pmc/students/accom_policy.html

COURSE OBJECTIVES & CONTENT:

The primary purpose of this course is to explore the legal regulation of the employment relationship in Canada at common law and through various statutes. The statutory component of this course will touch upon employment standards legislation, human rights codes, health and safety and workers compensation acts, and pay and employment equity legislation. Due to time constraints, this course will focus only on individual employment law and not on collective bargaining regimes which are the focus of the Labour Law course. Students will also have an opportunity to consider current issues affecting employers and employees in Canada, and to compare briefly the Canadian employment law model with that of its U.S. counterpart.

RECOMMENDED READING:

Text: Geoffrey England, *Individual Employment Law* (Toronto: Irwin Law, 2000).

Supplementary Material: Additional readings and material to be assigned and/or covered in class throughout the semester.

Legislation: This course will focus primarily on applicable Ontario and Federal Statutes. References to these statutes will be given out in class. These statutes are now available on the Internet. Below is a list of useful websites that provide this information free of charge.

<http://www.callacbd.ca/ip0a700e.html> (Canadian Association of Law Libraries)

http://www.canlii.org/index_en.html (CanLII – Canadian Legal Information Institute)

<http://laws.justice.gc.ca/en/index.html> (Department of Justice – Canada; Consolidated Statutes)

http://www.e-laws.gov.on.ca/home_E.asp?lang=en (E-Laws – Ontario)

<http://www.labour.gov.on.ca/english/es/index.html> (Employment Standards Information)

EVALUATION SUMMARY:

Mid-Term Exam:	40%
Final Exam:	50%
Attendance & Class Participation:	10%

EXAMINATION: The examinations are CLOSED BOOK. The Mid-Term Exam will be held in-class on the date indicated on the course outline. The Final Exam will be held during the scheduled exam period. The examinations will be comprised of multiple choice questions, short answer, hypothetical questions, and/or long answer questions. More details will be provided about the examinations during class.

ATTENDANCE & CLASS PARTICIPATION: Students are expected to attend class lectures and to participate when appropriate. The lectures are a critical part of this course, and students are advised to attend class regularly and to take detailed notes.

CLASS SCHEDULE

Any changes to this schedule will be discussed in class. Any additions or changes to the assigned readings, or the addition of a guest speaker will also be announced in class.

References to the chapters below are to recommended readings in the *Individual Employment Law* text. Due to time limitations it will not be possible to go over material in the recommended chapters during class time. The professor will be available to answer questions on the readings. For the exams, students are responsible for all material covered during class lectures, and for all supplementary materials.

1.	Tuesday January 8, 2008	Introduction and Organization of the Course
2.	Tuesday January 15, 2008	Who is an Employee? Who is an Employer? Contracts of Employment <u>Text:</u> Chapters 2 and 3
3.	Tuesday January 22, 2008	Common Law Obligations of Employers and Employees <u>Text:</u> Chapters 4 and 5
4.	Tuesday January 29, 2008	Employers' Obligations Under PIPEDA
5.	Tuesday February 5, 2008	Workers' Compensation <u>Text:</u> Chapter 6 pp. 141-155
6.	Tuesday February 12, 2008	Occupational Health and Safety <u>Text:</u> Chapter 6 pp. 141-155
7.	Tuesday February 19, 2008	NO CLASS – Reading Week
8.	Tuesday February 26, 2008	*Mid-Term Exam *
9.	Tuesday March 4, 2008	Employment Standards Legislation <u>Text:</u> Chapter 6 pp. 79-122
10.	Tuesday March 11, 2008	Wage Discrimination / Pay Equity / Equal Pay / Equal Value <u>Text:</u> Chapter 6 pp. 122-139
11.	Tuesday March 18, 2008	Human Rights Legislation <u>Text:</u> Chapter 7
12.	Tuesday March 25, 2008	Termination of Employment <u>Text:</u> Chapter 9
12.	Tuesday April 1, 2008	Wrap Up