

Course Outline

COURSE: LAWS 3401 B – Employment Law

TERM: Winter 2008/09

PREREQUISITES: LAWS 2003, or LAWS 2005 or BUSI 2601

CLASS: Day & Time: Tuesday – 6:05-8:55 pm
Room: 3269 ME (Mackenzie Engineering Building)

INSTRUCTOR: Pinelopi Makrodimitris
(CONTRACT)

CONTACT: Office: C467 LA (Loeb) Contract Instructors' Office
Office Hrs: Tuesday 9:00-9:30 pm
Email: pmakrodi@connect.carleton.ca

“Students with documented disabilities requiring academic accommodations in this course must register with the Paul Menton Centre for Students with Disabilities (PMC) for a formal evaluation of disability-related needs. Documented disabilities include physical, mental, and learning disabilities, mental disorders, hearing or vision disabilities, epilepsy, drug and alcohol dependencies, environmental sensitivities, as well as other conditions. Registered PMC students are required to contact the PMC at 613-520-6608, early each term to ensure that your Instructor receives your Letter of Accommodation no later than two weeks before the first assignment is due or the first in-class test/midterm requiring accommodations. If you require accommodations for your formally scheduled exam(s) in this course, please submit your request for accommodations to PMC by March 6, 2009 for April exams.” Also available at http://www.carleton.ca/pmc/faculty/acom_statement.html . For Religious and Pregnancy accommodations, please contact Equity Services, 613-520-2600 x. 5622 or their website: www.carleton.ca/equity

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 that 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 websites that provide relevant 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: - ALL COMPONENTS MUST BE COMPLETED IN ORDER TO PASS THIS COURSE

Exam One:	40%
Exam Two:	50%
Attendance & Class Participation:	10%

EXAMINATIONS:

The examinations are CLOSED BOOK. Exam One will be held in-class on the date indicated on the course outline. Exam Two 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. | January 6, 2009 | Introduction and Organization of the Course
At-Will Employment |
| 2. | January 13, 2009 | Who is an Employee? Who is an Employer?
Contracts of Employment
<u>Text:</u> Chapters 2 and 3 |
| 3. | January 20, 2009 | Common Law Obligations of Employers and Employees
<u>Text:</u> Chapters 4 and 5 |
| 4. | January 27, 2009 | Employers' Obligations Under PIPEDA |
| 5. | February 3, 2009 | Workers' Compensation
<u>Text:</u> Chapter 6 pp. 141-155 |
| 6. | February 10, 2009 | Occupational Health and Safety
<u>Text:</u> Chapter 6 pp. 141-155 |
| | February 17, 2009 | NO CLASS – Reading Week |
| 7. | February 24, 2009 | *Exam One* |
| 8. | March 3, 2009 | Employment Standards Legislation
<u>Text:</u> Chapter 6 pp. 79-122 |
| 9. | March 10, 2009 | Wage Discrimination / Pay Equity / Equal Pay / Equal Value
<u>Text:</u> Chapter 6 pp. 122-139 |
| 10. | March 17, 2009 | Human Rights Legislation
<u>Text:</u> Chapter 7 |
| 11. | March 24, 2009 | Termination of Employment
<u>Text:</u> Chapter 9 |
| 12. | March 31, 2009 | Termination of Employment and Wrap Up |