

Course Outline

COURSE NUMBER AND TITLE: LAWS 3401 B – Employment Law
TERM: WINTER 2010
PREREQUISITES: LAWS 2003, OR LAWS 2005, OR BUSI 2601
PLACE: Please check with Carleton Central for current room location
TIME: TUESDAY - 6:05PM – 8:55PM
INSTRUCTOR'S NAME: Pinelopi Makrodimitris
(CONTRACT)
CONTACT: **OFFICE:** CONTRACT INSTRUCTORS' OFFICE - C 467 LA
OFFICE HOURS: TUESDAY: 9:00 - 9:30PM
EMAIL: pmakrodi@connect.carleton.ca

"Students with disabilities requiring academic accommodations in this course must contact a coordinator at the Paul Menton Centre for Students with Disabilities to complete the necessary Letters of Accommodation. After registering with the PMC, make an appointment to meet and discuss your needs with me in order to make the necessary arrangements as early in the term as possible, but no later than two weeks before the first assignment is due or the first test requiring accommodations. For further information, please see: http://www.carleton.ca/pmc/students/accom_policy.html . If you require accommodation for your formally scheduled exam(s) in this course, please submit your request for accommodation to PMC by **March 12, 2010 for April examinations**.

For Religious and Pregnancy accommodations, please contact Equity Services, 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* Second Edition (Toronto: Irwin Law, 2008).

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

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| 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. Jan 5 **Introduction and Organization of the Course
At-Will Employment**
2. Jan 12 **Who is an Employee? Who is an Employer?
Contracts of Employment**
Text: Chapters 2 and 3
3. Jan 19 **Common Law Obligations of Employers and Employees**
Text: Chapters 4 and 5
4. Jan 26 **Employers' Obligations – Privacy and PIPEDA**
5. Feb 2 **Workers' Compensation**
6. Feb 9 **Occupational Health and Safety**
Feb 16 **NO CLASS – Reading Week**
7. Feb 23 ***Exam One***
8. Mar 2 **Employment Standards Legislation**
Text: Chapter 6 pp. 104-166
9. Mar 9 **Wage Discrimination / Pay Equity / Equal Pay / Equal Value**
Text: Chapter 6 pp. 166-185
10. Mar 16 **Human Rights Legislation**
Text: Chapter 7
11. Mar 23 **Termination of Employment**
Text: Chapter 9
12. Mar 30 **Termination of Employment and Wrap Up**