

Course Outline

COURSE: LAWS 4402B – Employment Dispute Resolution

TERM: Winter 2008/09

PREREQUISITES: Fourth-year Honours standing, and one of LAWS 3006 or LAWS 3401 or LAWS 3405, or BUSI 2602 and BUSI 3107

CLASS: **Day & Time:** Wednesday – 1805-2055
 Room: 201 PA (Paterson Hall)

INSTRUCTOR: **Ruben Benmergui, MIR, CHRP**
(CONTRACT)

CONTACT: **Office:** 476 LA (Loeb) – Contract Instructors’ Office
 Office Hrs: TBA
 Telephone: 613-853-4167
 Email: Consultant1@live.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 DESCRIPTION**Employment Dispute Resolution**

This course has four main themes: The Employment Relationship at Law; Workplace Issues; Dispute Resolution Systems; The Dynamics of Conflict Resolution.

Theory and practice of dispute resolution in employment relations is covered, including the analysis of such issues and techniques as: negotiation, mediation, grievance and interest arbitration; investigation and litigation, applied to a range of employment disputes such as collective agreements, termination of employment, discrimination, harassment, occupational health and safety, and other employment issues

REQUIRED TEXTS

Getting To Yes, Roger Fisher and William Ury, Penguin Books, 1991

Individual Employment Law, Geoffrey England, Irwin Law, 2008

SUPPLEMENTARY TEXTS

(None)

EVALUATION**(All components must be completed in order to get a passing grade)**

| | |
|---------------------|-----|
| Class Participation | 20% |
| Mid-Term Test | 20% |
| Paper | 30% |
| Final Exam | 30% |

SCHEDULE (Wednesday)

(Readings to be posted)

| | |
|-------------|--|
| January 7 | The Employment Relationship |
| January 14 | Workplace Issues |
| January 21 | Dispute Resolution Systems |
| January 28 | Preparation for Mediation |
| February 4 | Mediation Simulation/Role Plays |
| February 11 | Mid-Term |
| February 18 | Winter Break |
| February 25 | Administrative Tribunals (Joint Session with Administrative Law) |
| March 4 | Negotiation Simulation/ Grievance Arbitration |
| March 11 | Preparation for Arbitration (Rights & Interest) |
| March 18 | Arbitration (Guest Arbitrator(s)) |
| March 25 | The Future of ADR in the employment context |
| April 6 | Course Review (Monday) |
| April 9 | Final Exam/Course Papers Due |
