

Course Outline

COURSE:	LAWS 4402 B – Employment Dispute Resolution
TERM:	Winter 2009/10
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: Tuesday – 1805-2055 Room: Please check with Carleton Central for current room location
INSTRUCTOR: (CONTRACT)	Ruben Benmergui BA, MIR, CHRP
CONTACT:	Office: C476 LA (Loeb 4th Floor) Office Hrs: As required Telephone: 613-853-4167 Email: Consultant1@live.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 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

1. **Getting To Yes**, Roger Fisher and William Ury, Penguin Books, 1991
2. **Individual Employment Law**, Geoffrey England, Irwin Law, 2008

SUPPLEMENTARY TEXTS

(None)

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

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

SCHEDULE (Wednesday)

(Readings to be posted) DRAFT Subject to Change

- Jan 5 The Employment Relationship
- Jan 12 Workplace Issues
- Jan 19 Dispute Resolution Systems
- Jan 26 Preparation for Mediation
- Feb 2 Mediation Simulation/Role Plays
- Feb 9 Mid-Term Test
- Feb 16 Winter Break
- Feb 23 Administrative Tribunals (Joint Session with Administrative Law)
- Mar 2 Negotiation Simulation/ Grievance Arbitration
- Mar 9 Preparation for Arbitration (Rights & Interest)
- Mar 16 Arbitration
- Mar 23 Miscellaneous Topics & The Future of ADR in the employment context
- Mar 30 Review
- Apr 6 Final Exam/Course Papers Due (To be Confirmed)
