

Course Outline Template

COURSE:	LAWS 3401A – Employment Law
TERM:	Winter 2024
PREREQUISITES:	LAWS 0.5 credit from LAWS 2201, LAWS 2202, LAWS 2501, LAWS 2502, BUSI 2601 and 0.5 credit in LAWS at the 2000 level.
CLASS:	Day & Time: Tuesdays, 2:35pm-5:25pm Room: Please check Carleton Central for current class schedule. <i>In-person interactive lecture</i>
INSTRUCTOR:	Dr Ania Zbyszewska
CONTACT:	Office Hrs: Wednesdays 1:00-2:15pm; or by appointment (office/zoom) Email: ania.zbyszewska@carleton.ca

CALENDAR COURSE DESCRIPTION

Legal regulation of the employment relationship; its contractual basis; defining employment; rights and duties of employees and employers; termination of employment; statutory regulation through employment standards legislation, human rights codes, workers' compensation acts, occupational health and safety and related statutes.

COURSE DESCRIPTION

This course explores the legal regulation of the employment relationship in Canada at common law and through statutes. Topics will include defining work and employment; rights and duties of employees and employers; termination of employment; statutory regulation through employment standards legislation, human rights codes, workers compensation acts, occupational health and safety and related statutes. This course does not focus on collective bargaining regimes (see LAWS3405).

The approach in this course is socio-legal and contextual. In addition to looking at the law itself, that is, the common law and statutory norms that regulate employment and other personal work relations, we will also look at their historical development and consider a range

of contemporary policy issues related to ever-changing world of work. This will help us assess the fit between legal norms and the lived experiences and realities of work for a diverse Canadian population. Assessment in the course ranges from critical reflections on law and policy to practical problem-solving, involving application of law to factual situations. The capstone assessment – the Work History Interview: Narrative and Analysis – together with the associated preparatory exercises, will also give students the unique opportunity to engage in qualitative empirical research and develop a range of skills, including qualitative interviewing, and socio-legal analysis.

REQUIRED TEXTS

David J. Doorey, *The Law of Work*. Complete (2nd) Edition (Toronto: Emond, 2020) (print or digital; available for purchase at the bookstore or from publisher's website; a couple of copies on reserve at the library).

PLEASE NOTE: Detailed schedule of readings from the text, as well as other required readings and materials (e.g., video, audio, etc.) will be placed on Brightspace. Engaging with these materials will be essential for effective participation in discussion and activities during weekly lecture/seminar sessions, and for completion of your assessments

SUPPLEMENTARY TEXTS

Students may find it helpful to locate statutes and cases discussed in this course. Some key websites are:

- Department of Justice- Canada (Consolidated Statutes) <https://laws.justice.gc.ca/eng/>
- Ontario Laws – E-Laws: <https://www.ontario.ca/laws>
- Canadian Legal Information Institute (CanLII): <https://www.canlii.org/en/>
- Access WestlawNext on the Carleton University Library website.

DELIVERY

The course is delivered in an interactive in-person lecture format that incorporates elements of a seminar. Readings and other materials will be provided via Brightspace, and you should engage with them before our weekly sessions dealing with the same subject matter. Weekly participation is mandatory and will be assessed (see below).

EVALUATION

Standing in a course is determined by the course instructor, subject to the approval of the Department and of the Faculty Dean. This means that grades submitted by the instructor may

be subject to revision. No grades are final until they have been approved by the Department and the Dean.

The assessment and evaluation in this course are structured as follows:

<p>30% CHOICE of: Critical Commentary (due 6 February, 11:59pm) -OR- Legal Problem Set (due 5 March, 11:59pm)</p> <p>60% Work History Interview: Narrative and Analysis (various due dates)</p> <p>a. Preparatory Exercise Pairs – 20% (4x5%)</p> <p style="padding-left: 40px;">i. Peer Interview + Interview Brief (16 Jan and 23 Jan, 11:59pm)</p> <p style="padding-left: 40px;">ii. Ethics Workshop + Draft Interview Guide (13 Feb and 27 Feb, 11:59pm)</p> <p>b. Final Narrative and Analysis Submission – 40% (due 10 April, 11:59pm)</p> <p>10% Class Participation (assessed throughout term)</p> <p>All components must be successfully completed in order to get a passing grade</p>

Detailed Description of Assessment Structure

- 1. You have some choice in how 30% of your grade is assessed. Namely, you can choose between two different assignments, which have different due dates (one early in the term, the other later in the term).**

These are:

A. Critical Commentary (30%)

This assignment requires you to write a critical commentary on (a choice of):

- An employment-related legal case, OR
- An academic journal article dealing with an employment law issue, OR
- An employment law issue in the media (press, audio/podcast, TV program), OR
- An employment/employment law issue on film.

In each case, you are required to draw on course materials (at least 1 article or podcast **and/or** your course textbook) in your interpretation and commentary on the chosen piece(s). Approximately 5 double-spaced pages (12pt, Times New Roman, normal margins). **Due on 6 February, 11:59pm.**

See Brightspace for additional instructions and guidance.

-OR-

B. Legal Problem Set (30%)

This assignment will require you to apply legal principles and policy considerations we examine in the course to analyze a set of two employment-related fact-pattern style problem questions. There is no precise page length requirement for your answer, but typically a complete answer requires at least 2-3 pages per problem question. The problem set will be posted on Brightspace by 5 February, and will be **due on 5 March, 11:59pm**.

2. Work History Interview: Narrative and Analysis (60%; 20% + 40%)

This capstone assignment will be an opportunity to develop skills in empirical research and interviewing, and to apply your knowledge of employment law and policy. The task will entail interviewing someone you know about their work history, including the types of jobs (i.e. contracts) they held, relations with employers, and their experiences of transitions in and out of work during different life stages. Drawing on what you learn from the interview and on the course materials, you will then write a narrative (max 4 pages) and analysis (min 7 pages) of your interviewee's work history. Your narrative should describe what you learnt from the interview, focusing on key jobs and/or experiences your interviewee relayed. In your analysis, you will be asked to use this narrative (facts) to examine the role that legal regulation has played in shaping your interviewee's work experiences. Among others, you will be tasked to think about and consider the different types of legal norms and regimes (common law, statutory, etc.) that regulate employment relations in Canada, and in Ontario specifically. Also, you will be asked to reflect on particular circumstances, regulatory gaps and other problems that might affect how someone navigates and experiences the world of work at different life stages or because of their social location.

PLEASE NOTE:

*To successfully complete this final assignment, you will be required to complete two preliminary exercise pairs (each involving an activity **and** a written submission); worth 5% each, so 10% per exercise, for a total of 20% of your final grade in the course.*

Participation in both these activities is mandatory as the skills you will practice by engaging in them, and feedback you are going to receive on your outputs, are designed to prepare you for the final assignment. While they are worth only 5% each, you must participate in all preparatory activities to be allowed to submit the final assignment. Written outputs associated with these preliminary activities are going to have separate deadlines, earlier in the term (see below).

The final written assignment is due on the last day of classes (10 April) and will be worth 40% of your final grade.

a) Preparatory Exercises and Outputs (Mandatory) (20%)

- i EXERCISE in **Week 2 (16 January, in class)**. During this exercise, you will informally interview one of your peers about their work experience and encounters with, or knowledge of employment law. You will be assigned your interview partner and time for the interviews will be allocated during class time. (5%)

OUTPUT: You will write a **narrative brief summarizing your interview (2-3pp, double spaced)**, which will be **due on 23 January, 11:59pm**. (5%)

- ii EXERCISE in **Week 6 (13 February, in class)** There will be an in-class (online) tutorial on ethical considerations related to interviewing and on the theory and practice of interview as a legal and social research technique. (5%)

OUTPUT: You will be asked to **submit a draft interview guide for comments by 27 February, 11:59pm**. (5%)

NOTE: *If you are unable to make one of the dates for in-class activities due to mitigating circumstances, please let me know as soon as you can so that we can come up with alternative arrangements. Failure to participate in and complete these preparatory exercises means that you will not only lose a part of your grade, but also that you will not be allowed to submit the final assignment.*

b) Final Narrative and Analysis Submission + Research Log (40%)

To complete your final assignment, you will have to carry out a **formal interview with a chosen participant** (see detailed instructions posted on Brightspace on how to go about this choice, when the interview should be scheduled and how it should be carried out, and other details). Based on this interview, you will then prepare a **written submission composed of a narrative or employment history portion (1), and a socio-legal analysis of that narrative (2)**. Your analysis will draw on knowledge of employment law and critical issues related to work regulation that you acquire during the term.

The length of your final written submission will be approximately 11-14 double-spaced pp (12pt Times New Roman, normal margins). As an appendix to this assignment, you will be asked to submit a **'Research Log' (3)** composed of your final interview guide, notes from the interview, and a signed consent form. Further details are set out in the guidance document available on Brightspace. **The assignment is due on the last day of classes, 10 April 2023, 11:59pm.**

See Brightspace for additional instructions and guidance.

3. Participation (10%)

Participation in the course is worth 10% of your final grade. It is assessed based on your weekly attendance (5%) and submission of at least five separate posts to the class forum on Brightspace (5%). The posts or comments should pertain to weekly readings or other class materials (e.g., podcasts, news articles, etc.) posted to Brightspace and must be submitted ahead of our weekly meeting, by 2pm on Tuesdays. Please note that the posts should pertain to the readings or materials assigned for that week.

LATE PENALTIES AND REQUESTS FOR EXTENSIONS

*Unless you obtain an extension, all late assignments will be subject to a late penalty of **2.5% per each day after the deadline**.* The granting of extensions is determined by the instructor, who will confirm whether an extension is granted and the length of the extension. For requests for extensions lasting less than 7 days, please complete the form at the following link and submit it to the instructor prior to the assignment due date: <https://carleton.ca/registrar/wp-content/uploads/self-declaration.pdf>.

Extensions for longer than 7 days will normally not be granted. In those extraordinary cases where extensions lasting longer than 7 days are granted, the student will be required to provide additional information to justify the longer extension (up to a maximum of 14 days).

SCHEDULE

DATE	TOPIC	SPECIAL SESSIONS & DUE DATES
Jan 9	1. Introduction to Employment Law <i>Reading:</i> D. Doorey, Law of Work (2 nd ed): 1, 2, 3 See other audio materials on Brightspace.	<i>Class Forum submissions – weekly, up to 5 (5%)</i>
Jan 16	2. Workers, Work, Labour Markets <i>Reading:</i> D. Doorey, Law of Work (2 nd ed): 4, 5, 17 J. Fudge, “Beyond Vulnerable Workers: Towards a New Standard Employment Relationship”, <i>Can Labour and Employment Law Journal</i> 12 (2005): 151-176.	<i>Preparatory Exercise 1: Peer Interview (in class)(5%)</i>

	<p>Changing Workplaces Review, s. 5.2.1. Definition of Employee See other materials on Brightspace</p>	<p><i>Class Forum submissions – weekly, up to 5 (5%)</i></p>
Jan 23	<p>3. Recruitment, Hiring, Employment Contracts</p> <p>Reading: D. Doorey, <i>Law of Work</i> (2nd ed): 6, 7, 8, 9 See other materials on Brightspace</p>	<p>DUE: Interview Memo (5%)</p> <p><i>Class Forum submissions – weekly, up to 5 (5%)</i></p>
Jan 30	<p>4. Key Terms and Conditions: Money</p> <p>Reading: D. Doorey, <i>Law of Work</i> (2nd ed.): 18 M. Cornish, <i>A Growing Concern: Ontario’s Gender Pay Gap</i>. CCPA, 2014 (pp. 1-36). See other materials posted on Brightspace.</p>	<p><i>Class Forum submissions – weekly, up to 5 (5%)</i></p>
Feb 6	<p>5. Key Terms and Conditions: Time</p> <p>Reading: D. Doorey, <i>Law of Work</i> (2nd ed.): 19 J. Cantor, “Working Anything but 9 to 5: Scheduling Technology Leaves Low-Income Parents with Hours of Chaos, The New York Times, August 2014. See other materials posted on Brightspace.</p>	<p>DUE: Critical Commentary (30%)</p> <p><i>Class Forum submissions – weekly, up to 5 (5%)</i></p>
Feb 13	<p>6. Human Rights at Work (Discrimination at Work)</p> <p>Reading: D. Doorey, <i>Law of Work</i> (2nd ed.): 21, 22. OHRC, Who is Protected at Work? OHRC, Grounds of Discrimination See other materials posted on Brightspace.</p>	<p>Preparatory Exercise 2: Research Ethics and Interview Methods (5%)</p> <p><i>Class Forum submissions – weekly, up to 5 (5%)</i></p>
Feb 19-23	<p>NO CLASS/Fall Break</p>	
Feb 27	<p>7. Human Rights at Work (Duty to Accommodate)</p>	<p>DUE: Draft Interview Guide (5%)</p>

	<p>Reading: D. Doorey, <i>Law of Work</i> (2nd ed.): 23. <i>BC (Public Service Employee Relations Commission) v. BCGSEU (Meiorin)</i> [1993 3 SCR 3. See other materials posted on Brightspace.</p>	<i>Class Forum submissions – weekly, up to 5 (5%)</i>
March 5	<p>8. Occupational Health and Safety (Regulation Built on Disasters)</p> <p>Reading: D. Doorey, <i>Law of Work</i> (2nd ed.): 24 See other materials posted on Brightspace</p>	<i>DUE: Legal Problem Set (30%)</i>
March 12	<p>9. Occupational Health and Safety (Safety at Work under OHSA)</p> <p>Reading: D. Doorey, <i>Law of Work</i> (2nd ed.): 24 See other materials posted on Brightspace</p>	<i>Class Forum submissions – weekly, up to 5 (5%)</i>
March 19	<p>10. Termination of Employment (When Things don't Work Out)</p> <p>Reading: D. Doorey, <i>Law of Work</i> (2nd ed.): 24 See other materials posted on Brightspace</p>	<i>Class Forum submissions – weekly, up to 5 (5%)</i>
March 26	<p>11. Termination of Employment (When Things go Wrong)</p> <p>Reading: Doorey, <i>Law of Work</i> (2nd ed): 10,11,12, 15 Ontario Employment Standards Act, Termination of Employment See other materials posted on Brightspace</p>	<i>Class Forum submissions – weekly, up to 5 (5%)</i>
March 26	<p>11. Termination of Employment (When Things go Wrong)</p> <p>Reading: Doorey, <i>Law of Work</i> (2nd ed): 13, 14, 20 See other materials posted on Brightspace</p>	<i>Class Forum submissions – weekly, up to 5 (5%)</i>
April 2	<p>12: Key Policy Issues: Enforcement</p> <p>Reading: TBA</p>	<i>Class Forum submissions – weekly, up to 5 (5%)</i>
April 9	13: No Regular Class Scheduled/As Needed	

April 10***DUE: Work History Interview
Narrative and Analysis (40%)*****HOW WILL THIS WORK?**

The course will be delivered through interactive teaching and learning model. Our common objective will be to create an engaging and participatory learning environment. Ahead of each week's session, you will be expected to engage with the assigned readings and audio/visual materials posted on Brightspace. Though I understand that individual circumstances might on occasion necessitate your engagement with these materials at different times, making the effort to prepare will enable you to draw the most of our weekly sessions. While advertised as a lecture, these sessions will incorporate elements of a seminar, i.e., group discussion, a variety of exercises, and time for questions relating to the specific subject matter covered that week, as well as more general questions or concerns that might arise. Attendance is mandatory and engagement with course materials (as listed in Brightspace) ahead of each week's session will be essential for these sessions to work successfully. I trust that together we can make this a rewarding and an enriching learning experience.

Winter 2024 Sessional Dates and University Closures	
<i>Please find a full list of important academic dates on the calendar website: https://calendar.carleton.ca/academicyear/</i>	
January 8, 2024	Winter term begins.
January 19, 2024	Last day for registration and course changes (including auditing) in full winter and late winter courses.
January 31, 2024	Last day to withdraw from full winter and the winter portion of fall/winter courses with a full fee adjustment.
February 19, 2024	Statutory holiday. University closed.
February 19-23, 2024	Winter break. No classes.
March 15, 2024	Last day for academic withdrawal from full winter, late winter, and fall/winter courses.
March 27, 2024	Last day for summative tests or examinations, or formative tests or examinations totaling more than 15% of the final grade, in full winter term or fall/winter undergraduate courses, before the official April final examination period (see examination regulations in the Academic Regulations of the University section of the Undergraduate Calendar/General Regulations of the Graduate Calendar).

March 29, 2024	Statutory holiday. University closed.
April 10, 2024	Winter term ends.
	Last day of full winter, late winter and fall/winter term classes.
	Classes follow a Friday schedule (full winter and later winter courses).
	Last day for handing in term work and the last day that can be specified by a course instructor as a due date for term work for full winter term and late winter courses.
	Last day for take home examinations to be assigned.
April 13-25, 2024	Final examinations in full winter, late winter and fall/winter term courses will be held. Examinations are normally held all seven days of the week.
April 25, 2024	All final take-home examinations are due on this day, with the exception of those conforming to the examination regulations in the Academic Regulations of the University section of the Undergraduate Calendar/General Regulations of the Graduate Calendar.

University and Departmental Policies

DEPARTMENT POLICIES AND REGULATIONS

Please review the following webpage to ensure that your practices meet our Department's expectations, particularly regarding standard departmental protocols and academic integrity requirements: <https://carleton.ca/law/student-experience-resources/>.

PLAGIARISM

The University Academic Integrity Policy defines plagiarism as "*presenting, whether intentionally or not, the ideas, expression of ideas or work of others as one's own.*" This includes reproducing or paraphrasing portions of someone else's published or unpublished material, regardless of the source, and presenting these as one's own without proper citation or reference to the original source. Examples of sources from which the ideas, expressions of ideas or works of others may be drawn from include but are not limited to: books, articles, papers, literary compositions and phrases, performance compositions, chemical compounds, artworks, laboratory reports, research results, calculations and the results of calculations, diagrams, constructions, computer reports, computer code/software, material on the internet

and/or conversations.

Examples of plagiarism include, but are not limited to:

- any submission prepared in whole or in part, by someone else, including the unauthorized use of generative AI tools (e.g., ChatGPT);
- using ideas or direct, verbatim quotations, paraphrased material, algorithms, formulae, scientific or mathematical concepts, or ideas without appropriate acknowledgment in any academic assignment;
- using another's data or research findings without appropriate acknowledgement;
- submitting a computer program developed in whole or in part by someone else, with or without modifications, as one's own; and
- failing to acknowledge sources through the use of proper citations when using another's work and/or failing to use quotations marks.

Plagiarism is a serious offence that cannot be resolved directly by the course's instructor. The Associate Dean of the Faculty conducts a rigorous investigation, including an interview with the student, when an instructor suspects a piece of work has been plagiarized. Penalties are not trivial. They can include a final grade of "F" for the course.

STATEMENT ON STUDENT MENTAL HEALTH

As a University student you may experience a range of mental health challenges that significantly impact your academic success and overall well-being. If you need help, please speak to someone. There are numerous resources available both on- and off-campus to support you.

Emergency Resources (on and off campus):

- <https://carleton.ca/health/emergencies-and-crisis/emergency-numbers/>

Carleton Resources:

- Mental Health and Wellbeing: <https://carleton.ca/wellness/>
- Health & Counselling Services: <https://carleton.ca/health/>
- Paul Menton Centre: <https://carleton.ca/pmc/>
- Academic Advising Centre (AAC): <https://carleton.ca/academicadvising/>
- Centre for Student Academic Support (CSAS): <https://carleton.ca/csas/>
- Equity & Inclusivity Communities: <https://carleton.ca/equity/>

Off Campus Resources:

- Distress Centre of Ottawa and Region: (613) 238-3311 or TEXT: 343-306-5550, <https://www.dcottawa.on.ca/>

- Mental Health Crisis Service: (613) 722-6914, 1-866-996-0991, <http://www.crisisline.ca/>
- Empower Me: 1-844-741-6389, <https://students.carleton.ca/services/empower-me-counselling-services>
- Good2Talk: 1-866-925-5454, <https://good2talk.ca/>
- The Walk-In Counselling Clinic: <https://walkincounselling.com>

ACADEMIC ACCOMMODATIONS

You may need special arrangements to meet your academic obligations during the term. For an accommodation request the processes are as follows.

Pregnancy Obligation

Write to me with any requests for academic accommodation during the first two weeks of class, or as soon as possible after the need for accommodation is known to exist. For more details about the accommodation policy, visit the [Equity and Inclusive Communities \(EIC\)](#) website.

Religious Obligation

Write to me with any requests for academic accommodation during the first two weeks of class, or as soon as possible after the need for accommodation is known to exist. For more details, please go to: <https://carleton.ca/equity/focus/discrimination-harassment/religious-spiritual-observances/>

Academic Accommodations for Students with Disabilities

The Paul Menton Centre for Students with Disabilities (PMC) provides services to students with Learning Disabilities (LD), psychiatric/mental health disabilities, Attention Deficit Hyperactivity Disorder (ADHD), Autism Spectrum Disorders (ASD), chronic medical conditions, and impairments in mobility, hearing, and vision. If you have a disability requiring academic accommodations in this course, please contact PMC at 613-520-6608 or pmc@carleton.ca for a formal evaluation. You can find the Paul Menton Centre online at: <https://carleton.ca/pmc/>

If you are already registered with the PMC, contact your PMC coordinator to send me your Letter of Accommodation at the beginning of the term, and no later than two weeks before the first in-class scheduled test or exam requiring accommodation (if applicable). After requesting accommodation from PMC, meet with me to ensure accommodation arrangements are made. Please consult the PMC website for the deadline to request accommodations for the formally scheduled exam (if applicable).

Survivors of Sexual Violence

As a community, Carleton University is committed to maintaining a positive learning, working and living environment where sexual violence will not be tolerated, and where survivors are supported through academic accommodations as per Carleton's Sexual Violence Policy. For more information about the services available at the university and to obtain information about

sexual violence and/or support, visit: <https://carleton.ca/equity/sexual-assault-support-services>

Accommodation for Student Activities

Carleton University recognizes the substantial benefits, both to the individual student and for the university, that result from a student participating in activities beyond the classroom experience. Reasonable accommodation must be provided to students who compete or perform at the national or international level. Please contact your instructor with any requests for academic accommodation during the first two weeks of class, or as soon as possible after the need for accommodation is known to exist. Read more here:

<https://carleton.ca/senate/wp-content/uploads/Accommodation-for-Student-Activities-1.pdf>.

For more information on academic accommodation, please visit:

<https://students.carleton.ca/services/accommodation/>.