



Business Administration

Course Number:	BUAD 374
Course Title:	EMPLOYMENT LAW
Credits:	3
Calendar Description:	This course combines lectures and case studies to examine in depth the common law and statutory rules that govern the employment relationship in non-unionized working environments in British Columbia. Topic areas will include a review of the sources of employment law in this province, the distinction between employment and other work arrangements, the common law obligations owed by employers and employees, the rights which arise when the relationship comes to an end, the statutory framework which informs the relationship, and the modification of the relationship through the use of employment agreements.
Semester and Year:	Fall 2015
Prerequisite(s):	BUAD 209, 269, third-year standing
Corequisite(s):	No
Prerequisite to:	No
Final Exam:	Yes
Hours per week:	3
Graduation Requirement:	Elective – HR Management Specialty
Substitutable Courses:	No
Transfer Credit:	
Special Notes:	Written and oral communications skills will be examined throughout the course
Originally Developed:	August 2011
EDCO Approval:	August 2013
Chair's Approval:	

Professors

Name	Phone number	Office	Email
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Learning Outcomes

Upon completion of this course students will be able to

- distinguish the statutory requirements, and those arising at common law, which are applicable to employment relationships within British Columbia.
- identify the legal issues that arise in employment relationships and apply relevant legal principles to address them in a manner that minimizes risk.
- evaluate the legal implications of the terminology that is commonly found in employment contracts.
- compare employment to other working relationships.
- critique the legal justification for the selection of particular approaches to the management of employment relationships.
- compose arguments supporting the legal validity of a course of action chosen for the purposes of managing employment relationships in a workplace.
- judge when it is appropriate to seek legal advice in order to avoid, or to resolve, legal issues that may arise when managing employment relationships.

Course Objectives

This course will cover the following content:

*See weekly Course Schedule.

Evaluation Procedure

Assignments	20%
Moot Project	30%
Mid-term Exam	20%
Final Exam	30%
Total	100%

Notes

Students must complete all assignments and have a passing grade on the final to pass the course. Letter grades are assigned using the standardized grading system outlined in the college online calendar.

Assignment and Exam Policy

- All assignments are due at the start of the lecture on the date assigned by your professor
- Assignments that are not submitted on time will lose marks according to the instructions delivered for the assignment
- Final exams will only be rescheduled in accordance with college policy as set out in the OC calendar; inconvenience to the student is not a valid reason for rescheduling an exam
- Students must pass the final exam to pass this course
- Students must complete all assignments to pass this course

Required Texts/Resources

G. McKay, et al, Employment Law for Business and Human Resources Professionals in Alberta and British Columbia, Second edition, 2012, Emond Montgomery Publications

Online Sources:

www.qp.gov.bc.ca/statreg

www.canlii.org

<http://scc.lexum.org>

<http://www.courts.gov.bc.ca>

Course Schedule

Date		Topic	Textbook
Week of:		Tues. Sept 8 College-wide Orientation Day Wed. Sept 9 Classes begin Mon. Oct 12 Thanksgiving Day – no classes Wed. Nov 11 Remembrance Day – no classes Thur. Dec 10 Last day of regularly scheduled classes	
Sept	7	Overview of Legal Framework	Ch 1
	14	Human Rights Issues Arising During the Hiring Process	Ch 2
	21	Common Law Issues Arising During the Hiring Process	Ch 3
	28	Employment Contract Issues	Ch 4
Oct	5	Human Rights Issues Arising During Employment	Ch 5
	12	Common Law Issues Arising During Employment	Ch 11
	19	Mid-term Exam	
	26	Resignation, Retirement, and Post-Employment Obligations	Ch 12, 16
Nov	2	Dismissals with Cause	Ch 14
	9	Dismissals without Cause	Ch 15
	16	Employment Standards Legislation I	Ch 6
	23	Moots	
	30	Employment Standards Legislation II	Ch 13
Dec	7	Workers Compensation, Employment Equity, Privacy	Ch 7 - 10
Dec	12 - 22	Final Exam Period	

SKILLS ACROSS THE BUSINESS CURRICULUM

The Okanagan School of Business promotes core skills across the curriculum. These skills include reading, written and oral communications, computers, small business, and academic standards of ethics, honesty and integrity.

STUDENT CONDUCT AND ACADEMIC HONESTY

What is the Disruption of Instructional Activities?

At Okanagan College (OC), disruption of instructional activities includes student “conduct which interferes with examinations, lectures, seminars, tutorials, group meetings, other related activities, and with students using the study facilities of OC”, as well as conduct that leads to property damage, assault, discrimination, harassment and fraud. Penalties for disruption of instructional activities include a range of sanctions from a warning and/or a failing grade on an assignment, examination or course to suspension from OC.

What is Cheating?

“Cheating includes but is not limited to dishonest or attempted dishonest conduct during tests or examinations in which the use is made of books, notes, diagrams or other aids excluding those authorized by the examiner. It includes communicating with others for the purpose of obtaining information, copying from the work of others and purposely exposing or conveying information to other students who are taking the test or examination.”

Students must submit independently written work. Students may not write joint or collaborative assignments with other students unless the instructor approves it in advance as a group/team project. Students who share their work with other students are equally involved in cheating.

What is Plagiarism?

Plagiarism is defined as “the presentation of another person’s work or ideas without proper or complete acknowledgement.” It is the serious academic offence of reproducing someone else’s work, including words, ideas and media, without permission for course credit towards a certificate, diploma, degree and/or professional designation. The defining characteristic is that the work is not yours.

“Intentional plagiarism is the deliberate presentation of another’s work or ideas as one’s own.” Intentional plagiarism can be a copy of material from a journal article, a book chapter, data from the Internet, another student, work submitted for credit in another course or from other sources.

“Unintentional plagiarism is the inadvertent presentation of another’s work or ideas without proper acknowledgement because of poor or inadequate practices. Unintentional plagiarism is a failure of scholarship; intentional plagiarism is an act of deceit.”

What are the Students’ Responsibilities to Avoid Plagiarism?

Students have a responsibility to read the OC Plagiarism Policy and Procedures outlined in the OC calendar, which is available in online format www.okanagan.bc.ca. Students must acknowledge the sources of information used on all their assignments. This usually involves putting the authors’ name and the year of publication in parentheses after the sentence in which you used the material, then at the end of your paper, writing out the complete references in a Reference section.

“Students are responsible for learning and applying the proper scholarly practices for acknowledging the work and ideas of others. Students who are unsure of what constitutes plagiarism should refer to the UBC publication “*Plagiarism Avoided; Taking Responsibility for your Work*”. This guide is available in OC bookstores and libraries.

Students are expected to understand research and writing techniques and documentation styles. The Okanagan School of Business requires the use of the APA or MLA style, but suggests that students cite references using the APA guidelines (see Publication Manual of the American Psychological Association, 6th edition (2009). A copy of the APA manual is available in the reference section and also available for circulation from OC libraries. The library website has access to these two major citing styles.

What are the Penalties for Plagiarism and Cheating?

The Okanagan School of Business does not tolerate plagiarism or cheating. All professors actively check for plagiarism and cheating and the Okanagan School of Business subscribes to an electronic plagiarism detection service. All incidents of plagiarism or cheating are reported and result in a formal letter of reprimand outlining the nature of the infraction, the evidence and the penalty. The Dean of the Okanagan School of Business and the Registrar record and monitor all instances of plagiarism and cheating. Penalties for plagiarism and cheating reflect the seriousness and circumstances of the offence and the range of penalties includes suspension from OC.