



A POLYTECHNIC INSTITUTION

School of Business

Program: Human Resource Management

Option:

BLAW 3800

Human Resource Management Law

Start Date: 4 Sept., 2007**End Date:** 7 Dec., 2007**Total Hours:** 42 **Total Weeks:** 14**Term/Level:** 3 **Course Credits:** 3**Hours/Week:** 3 **Lecture:** 1 **Lab:** 2**Shop:** **Seminar:** **Other:****Prerequisites****Course Number is a Prerequisite for:** Graduation**Course No.** **Course Name****Course No.** **Course Name****v Course Description (required)**

Introduction to the Canadian legal system, dispute resolution, administrative law, torts, contracts, business structures, employment, agency, legislation and case law relevant to human resources management and employment issues.

v Detailed Course Description (optional)**v Evaluation**

Assignments	20%
Participation	5%
Case Presentations	20%
Mid-Term	25%
Final Exam	30%
TOTAL	100%

Comments: The grade for lab work is based on attendance, assignment presentations, preparedness for class and participation in class discussions.

v Course Learning Outcomes/Competencies

Successful completion of this course will help the student to:

1. Describe the key elements of the Canadian legal system.
2. Explain various methods of dispute resolution.
3. Illustrate how areas of the law such as torts, contracts, administrative law, employment and agency apply in the context of human resources management.
4. Identify emerging issues in employment law.
5. Analyze and report on leading cases.

v **Verification**

I verify that the content of this course outline is current.

Carmela Allevato

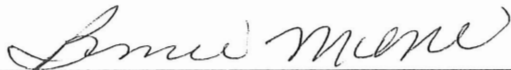


Authoring Instructor

4 Sept., 2007

Date

I verify that this course outline has been reviewed.

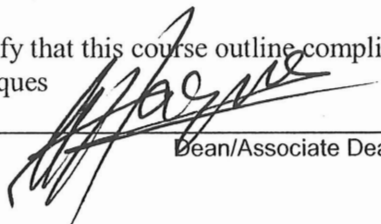


Program Head/Chief Instructor

Date

I verify that this course outline complies with BCIT policy.

C. Jaques



Dean/Associate Dean

Sept
4/07

Date

Note: Should changes be required to the content of this course outline, students will be given reasonable notice.

v **Instructor(s)**

Carmela Allevato

Office Location: SE6-327

Office Phone: 604-604-451-6786

Office Hrs.: As posted and by
appointment

E-mail Address: carmela_allevato@bcit.ca

v **Learning Resources**

Required:

Yates, Bereznicki-Korol, Clarke, *Business Law in Canada*, 8th ed., Pearson

Available:

Yates, *Business Law in Canada Study Guide and Workbook*, 8th ed., Pearson

v **Information for Students**

(Information below can be adapted and supplemented as necessary.)

Assignments: Late assignments, lab reports or projects will **not** be accepted for marking. Assignments must be done on an individual basis unless otherwise specified by the instructor.

Makeup Tests, Exams or Quizzes: There will be **no** makeup tests, exams or quizzes. If you miss a test, exam or quiz, you will receive zero marks. Exceptions may be made for **documented** medical reasons or extenuating circumstances. In such a case, it is the responsibility of the student to inform the instructor **immediately**.

Ethics: BCIT assumes that all students attending the Institute will follow a high standard of ethics. Incidents of cheating or plagiarism may, therefore, result in a grade of zero for the assignment, quiz, test, exam, or project for all parties involved and/or expulsion from the course.

Attendance: The attendance policy as outlined in the current BCIT Calendar will be enforced. Attendance will be taken at the beginning of each session. Students not present at that time will be recorded as absent. ***Attendance at all classes is mandatory. A student who is absent for two or more classes will not be permitted to write the final exam and will not receive credit for the course.*** Labs will be used for discussion of the material covered and for student presentations. Some labs will be used for lecture material due to time constraints.

Exam Grades: In order to pass the course, students require a passing grade on the weighted average of all the midterm and final exams. If a student does not achieve an average passing grade on the exams, the lab mark for assignments and class participation will not be counted.

Illness: A doctor's note is required for any illness causing you to miss assignments, quizzes, tests, projects, or exam. At the discretion of the instructor, you may complete the work missed or have the work prorated.

Attempts: Students must successfully complete a course within a maximum of three attempts at the course. Students with two attempts in a single course will be allowed to repeat the course only upon special written permission from the Associate Dean. Students who have not successfully completed a course within three attempts will not be eligible to graduate from the appropriate program.

Course Outline Changes: The material or schedule specified in this course outline may be changed by the instructor. If changes are required, they will be announced in class.

I.D. Required in Examination Centres: In order to write exams, students are required to produce photo identification at examination centres. Photo I.D. must remain in view on the desk, while writing the exam, for inspection by invigilators. Students should bring a BCIT OneCard or, alternatively, two pieces of identification, one of which must be government photo I.D. such as a driver's licence. Please see BCIT Policy #5300, Formal Invigilation Procedures.

v Assignment Details

Students will study the topics covered in the text, *Business Law in Canada*, as indicated below. There will be a 1 hr. lecture and a 2 hr. lab each week. Labs will be used for discussion of the material covered and for presentation by students of assigned topics and case studies. Due to time constraints, a portion of some labs will be used for lectures.

Cases from the text, and others as assigned, will be discussed as examples of the application of the law. Students will present their own analysis of assigned cases to the class in order to demonstrate their understanding of the law.

Attendance at all lectures and labs is required. For the purpose of examinations, students are responsible for all material covered in the text, lectures, and/or labs.

I am available to assist students during the office hours posted at my office as well as by appointment. Please feel free to call me or e-mail at any time.

There will be one mid-term that will be reviewed in the following week's lab. Every effort will be made to follow the attached schedule, however changes may be required at the discretion of the instructor due to school events, holidays, illness etc.

BLAW 3800 Schedule *Carmela Allevato Instructor*
tel: 6044-451-6786, carmela_allevato@bcit.ca

<u>Week</u>	<u>Lecture: Material Covered</u>	<u>Reading</u>	<u>Assignment</u>	<u>Due Date</u>
One 6-Sep	no classes Sep. 4 Lecture: introduction to Course Managing Your Legal Affairs	Ch.1	Written Assignment Discuss Ch. 2 Case Studies	Week 2
Two 11-Sep	Lab: Introduction to the Legal System	Ch.2	pre-lecture reading	
13-Sep	Lecture: Charter of Rights and Freedoms, Human Rights Legislation	Ch.2 Instructor Materials	Case Studies Discuss Charter & HRL	Week 3
Three 18-Sep	Lab: Charter & Human Rights		pre-lecture reading	
20-Sep	Lecture: Disputes Resolution	Ch. 3	Discuss Ch.3 Case Studies	Week 4
Four 25-Sep	Lab: Disputes Resolution		pre-lecture reading	
27-Sep	Lecture: Intentional Torts	Ch. 4	Discuss Ch. 4 Case Studies	Week 5
Five 2-Oct	Lab: Intentional Torts		pre-lecture reading	
4-Oct	Lecture: Negligence, Professional Liability	Ch. 5	Discuss Ch. 5 Case Studies	Week 6
Six 9-Oct	Lab: Negligence, Professional Liability		pre-lecture reading	

11-Oct	Lecture: Formation of Contract	Ch. 6	Discuss Ch. 6 Case Studies	Week 7
Seven 16-Oct	Lab: Formation of Contract		written assignment pre-lecture reading	Week 8
18-Oct	Lecture: Formation of Contract cont'd	Ch. 7	Discuss Ch. 7 Case Studies	Week 8
Eight 23-Oct	Lab: Formation of Contract		pre-lecture reading	
25-Oct	Lecture: Factors Affecting Contractual Relationship	Ch. 8	Discuss Ch. 8 Case Studies	Week 9
Nine 30-Oct	Lab: Factors Affecting Contractual Relationships		pre-lecture reading	
1-Nov	Lecture: The End of the Contract Wrongful Dismissal	Ch. 9	Discuss Ch. 9 Case Studies	Week 10
Ten 6-Nov	Lab: The End of the Contract in-class review		review	
8-Nov	Lecture: Mid-term (ch. 2-8)		Read Ch. 12	Week 11
Eleven 13-Nov	Lab: Employment: Common Law, Employment Statutes, Collective Bargaining		Written Assignment pre-lecture reading	Week 12
15-Nov	Lecture: Employment (cont'd)	Ch. 12 Instructor Material	Discuss Ch. 12 Case Studies	Week 12
Twelve 20-Nov	Lab: Employment Law Review Written Assignment		pre-lecture reading	

22-Nov	Lecture: Current Issues in Employment Law	Instructor Material	Discuss material Case Studies	Week 13
Thirteen 27-Nov	Lab: Current Issue in Employment Law		pre-lecture reading	
29-Nov	Lecture: Current Issues in Employment Law	Instructor Material	Discuss material Case Studies	Week 14
Fourteen 4-Dec	Lab: Current Issues in Employment Law Course Review		Review Course Materials	
6-Dec	Final Exam (ch. 9, 12, Instructor Materials)			