



A POLYTECHNIC INSTITUTION

School of Business

Program: Human Resource Management

Option:

BLAW 3800

Human Resource Management Law

Start Date: 7 Sept., 2010**End Date:** 10 Dec., 2010**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)**

This course deals with common law legal principles and statutes that govern the employment relationship. While there will be some brief reference to collective bargaining, the course focuses on the non-union environment. Students will explore issues relating to employment law and the employment relationship from the perspective of managers, employees and human resource professionals.

v Detailed Course Description (optional)

Students will study statutes and case law using an assigned text as well as lecture material and notes provided by the instructor. Some case law and statutes will be researched on-line. The course will provide an essential understanding of basic Canadian law: our legal system, contracts and torts. There will also be detailed study of those areas of law that relate directly to the employment situation: human rights, privacy, employment standards legislation, occupational health and safety and termination of employment. These topics will be discussed in relation to the hiring process, rights and obligations during the period of employment and termination and post-employment considerations.

v Evaluation

Assignments	15%
Participation	5%
1 st Midterm Exam	25%
2 nd Midterm Exam	25%
Final Exam	30%
TOTAL	100%

Comments: The grade for lab work is based on attendance, case 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. Recognize legal issues as they arise in the employment context;
2. Understand the practical applications of laws related to employment and agency;
3. Assist employers in implementing dispute resolution procedures that meet the requirements of law;
4. Be aware of current trends and issues in employment law;
5. Help clients and employers to avoid potential legal problems.

v **Verification**

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

7 Sept., 2010

Date

Authoring Instructor

I verify that this course outline has been reviewed.

7 Sept., 2010

Date

Program Head/Chief Instructor

I verify that this course outline complies with BCIT policy.

7 Sept., 2010

Date

Dean/Associate Dean

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

v **Instructor(s)**

John Stroud-Drinkwater Office Location: SE6-309 Office Phone: 604-432-8221
Office Hrs.: As posted and by E-mail Address: jstroudd@bcit.ca
appointment

v **Learning Resources**

Required:

Filsinger et al, *Employment Law for Business and Human Resources Professionals*, Alberta and British Columbia edition, 2008

Additional material will be provided by the instructor.

v **Information for Students**

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 Policy 5101 will be enforced. Students are required to attend all classes. Attendance will be taken in labs and occasionally in lectures. Students who miss more than 10% of classes may be required to withdraw from the course thereby receiving a failing grade. If students are absent due to illness, a medical note is required in order to avoid the absence counting toward the 10% limit.

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, *Employment Law for Business and Human Resources Professionals*, and additional material provided by the instructor 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 and explain 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, instructor material, 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.

Midterm exams will be held during lecture periods and reviewed in the labs. 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.

Schedule

Week of	Lecture: Material Covered	Reading	Assignment	Week
6 Sept.	<i>Thur. Lecture:</i> Introduction to the Legal System	Ch. 1 Instructor Material		1
13 Sept.	Human Rights on Hiring	Ch. 2	Discuss Ch. 1 Instructor Material Case Studies	2
20 Sept.	Common Law Issues	Ch. 3 Instructor Material	Discuss Ch. 2 Case Studies	3
27 Sept.	The Employment Contract	Ch. 4	Discuss Ch. 3, Instructor Material Case Studies	4
4 Oct.	<i>Tues. Lab:</i> Human Rights During Employment <i>Thur. Lecture:</i> EXAM 1 [Ch. 1-3, Instructor Material]	Ch. 5		5
11 Oct.	BC Legislation: Employment Standards	Ch. 6	Discuss Ch. 4, 5 Case Studies	6
18 Oct.	BC Legislation: Workers Compensation	Ch. 7	Discuss Ch. 6 Case Studies	7

Week of	Lecture: Material Covered	Reading	Assignment	Week
25 Oct.	BC Legislation: Occupational Health & Safety	Ch. 8	Discuss Ch. 7 Case Studies	8
1 Nov.	<i>Tues. Lab:</i> Workplace Equity Privacy <i>Thur. Lecture:</i> EXAM 2 [Ch. 4 – 7]	Ch. 9 Ch. 10		9
8 Nov.	<i>Tues. Lab:</i> Navigating the Employment Relationship <i>Thur. Remembrance Day – No classes</i>	Ch. 11		10
15 Nov.	Resignation and Retirement Termination Under BC Employment Standards Legislation	Ch. 12 Ch. 13	Discuss Ch. 8 - 11 Case Studies	11
22 Nov.	Dismissal With Cause Dismissal Without Cause	Ch. 14 Ch. 15	Discuss Ch. 12, 13 Case Studies	12
29 Nov.	Dismissal Without Cause (cont.) Post-Employment Obligations	Ch. 15 Ch. 16	Discuss Ch. 14, 15	13
6 Dec.	FINAL EXAM [Ch. 8 – 16] (as scheduled)			14