



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 2019
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

Bob Groves Course Captain	250-762-5445 ext. 4331	K: C127	bgroves@okanagan.bc.ca
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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.

apply relevant legal principles to the resolution of legal issues that arise in employment relationships.

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 (individual)	20%
Moot Project (group work)	30%
Mid-term Exam	

Course Schedule

		Wednesday, Sept 4 - Classes Start Monday, October 14 – Thanksgiving (no classes) Monday, November 11 – Remembrance Day (no classes) Wednesday, December 4 – Last Day of Regular Classes	
2019 Week of:			
Sep	2	Introduction and Overview of Employment Law	Ch. 1
	9	Overview (cont'd) and Human Rights Issues	Ch. 1, 7
	16	Human Rights Issues (cont'd)	Ch. 7
	23	Provincially Regulated Employees	Ch. 2
	30	The Employment Contract Assignment 1 due	Ch. 5
Oct			

SKILLS