

COURSE CODE: BUAD 374

COURSE TITLE: Employment Law

Calendar Description

Utilizing case studies and interactive lectures, this course examines in-depth the common law and statutory rules that govern the employment relationship in non-unionized working environments in British Columbia. Areas of study include the legal components of employment, the rights and obligations of employers and employees, and the modification of their relationship through the use of employment agreements.

Prerequisite(s): BUAD 209, 269, third-year standing

Co-requisite(s): None

Prerequisite For: None

Substitutable Courses: None

Graduation Requirement: Elective - HR Management

Transfer Credit: N/A

Special Notes: Written and oral communications skills will be examined throughout the course

Credits: 3

Hours per Week: 3

Originally Developed: August 2011

EDCO Approval: August 2013

CHAIR'S APPROVAL: 

Learning Outcomes

Outcome	Upon completion of this course students will be able to:
1	Distinguish the statutory requirements, and those arising at common law, which are applicable to employment relationships within British Columbia.
2	Apply relevant legal principles to the resolution of legal issues that arise in employment relationships.
3	Evaluate the legal implications of the terminology that is commonly found in employment contracts.
4	Compare employment to other working relationships.
5	Critique the legal justification for the selection of particular approaches to the management of employment relationships.
6	Compose arguments supporting the legal validity of a course of action chosen for the purposes of managing employment relationships in a workplace.
7	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

Objectives	This course will cover the following content: See weekly course schedule below.
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Professors

Name	Phone Number	Office	Email
Dustin Gumpinger (Course Captain)	email	C240C	dgumpinger@okanagan.bc.ca

Evaluation Procedure

Quizzes	10 %
Class Participation	10%
Weekly Individual Assignments	10%
Group Project	20%
Mid-Term Exam	20%
Final Exam	30%
Total	100 %

Course Policy on the Use of Artificial Intelligence

Students are permitted to use AI tools for formative work such as gathering information or brainstorming but may not use them for any assessed work or final submission. Whenever generative AI tools are used, they must be appropriately cited. (See How to cite ChatGPT (apa.org))

Students can use AI tools to assist in proofreading, grammar checking, and language refinement for written assignments where the student has composed the first draft. Students should keep in mind that AI revisions are only suggestions and that they are ultimately responsible for the quality of their submissions. Students may be asked by their instructor how they interacted with AI tools and be prepared to explain and justify their process. Students may also be asked by their instructor to submit their first draft composed without the assistance of AI tools. To that end, students must save the first draft composed without the assistance of AI tools.

Required Materials

K. Williams-Whitt, et al, Employment Law for Business and Human Resources Professionals, Alberta and British Columbia, Fourth Edition, 2021, Emond Montgomery Publications

Notes

All assignments are due on the date assigned by your professor.

Instructions for assignments will be provided by your professor.

Assignments that are not submitted on time will lose marks according to the instructions delivered for the assignment.

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 earn half of all available exam marks to achieve a passing grade in the course.

Course Schedule

(Subject to change at the discretion of the professor)

Date		Topic	Textbook
2024 Week of:			Chapter(s):
Sept	1	Course Orientation and Introduction	N/A
	8	The Sources of Employment Law	Chapter 1
	15	The Common Law	Chapter 2
	22	The Employment Contract	Chapter 5
	29	Monday, September 30: Truth and Reconciliation (No Class) The Employment Standards Act	Chapter 6
Oct	6	Group Selection Begins: Monday, October 7, 2024 The Human Rights Code (Part 1)	Chapter 7
	13	Monday, October 14: Thanksgiving (No Class) The Human Rights Code (Part 2)	
	20	Midterm Examination: October 21, 2024 Occupational Health and Safety Legislation	Chapter 8
	27	The Privacy Act Group Selection Deadline: November 1, 2024	Chapter 10
Nov	3	The Employment Relationship	Chapter 11
	10	Monday, November 11: Remembrance Day (No Class) Retirement and Resignation	Chapter 12
	17	Dismissal With Cause	Chapter 13
	24	Wrongful Dismissal	Chapter 14
Dec	1	Review Group Project Deadline: Friday, December 6, 2024	N/A
	10-20	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.