

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	Defend the importance of the Canadian legal system in shaping employment law in British Columbia
2	Distinguish the role of statute and common law in the context of the employment relationship in British Columbia
3	Evaluate the legal implications of common terminology found in employment contracts in British Columbia
4	Contrast the employment relationship with other workplace relationships
5	Analyze realistic employment law issues using the most relevant legal rules and principles
6	Defend chosen options for managing employment relationships in realistic cases
7	Judge when it is appropriate to seek legal advice in order to mitigate legal risks associated with 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
Dr. Dustin Gumpinger	Please email.	C240C	dgumpinger@okanagan.bc.ca

Evaluation Procedure

Lecture Prep Quizzes	10 %
In-Class Quizzes	10%
Group Moot Project	25%
Mid-Term Exam	20%
Final Exam	35%
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

R. Anderson, et al, *Employment Law for Business and Human Resources Professionals, Alberta and British Columbia*, Fifth Edition, 2025, Emond Montgomery Publications Ltd.

Course Schedule

(Subject to change at the discretion of the professor)

Date		Topic	Textbook
2025 Week of:			Chapter(s):
Aug	30	Course Orientation and Introduction Classes Begin: Wednesday, September 3, 2025	N/A
Sept	7	The Sources of Employment Law Registration Deadline: Friday, September 12, 2025	Chapter 1
	14	The Common Law	Chapter 2
	21	The Employment Contract Group Selection Deadline: Sunday, September 21, 2025 at 11:59 PM	Chapter 5
	28	The Employment Standards Act	Chapter 6
Oct	5	The Human Rights Code (Part 1)	Chapter 7
	12	No Class (Thanksgiving): Monday, October 13, 2025 The Human Rights Code (Part 2)	N/A
	19	Midterm Examination: Monday, October 20, 2025 Occupational Health and Safety Legislation	Chapter 8 & 9
	26	The Privacy Act Withdrawal Deadline: Friday, October 24, 2025	Chapter 10
Nov	2	The Employment Relationship	Chapter 11
	9	No Class (Remembrance Day): Monday, November 10, 2025 Retirement and Resignation	Chapter 12
	16	Dismissal With Cause Moot Brief Due: Sunday, November 17, 2025 at 11:59 PM	Chapter 13
	23	Moot Court Presentations	N/A
	30	Wrongful Dismissal Last Day of Classes: Friday, December 5, 2025	Chapter 14
Dec	9-18	Final Exam Period * Specific date and location for final exam to be determined	N/A

Skills Across the Business Curriculum

The 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

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.

Academic Honesty: Students have a responsibility to read the [OC Academic Integrity Policy](#).

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 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 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 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 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.

Last Updated: April 7, 2025 (New Academic Integrity Policy Link)