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| **LW1210**  **Labour and Employment Law**  **Winter 2012** – Course Syllabus (updated Jan 3, 2012) | | | | | | | | | |
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| **INSTRUCTOR**  **Paul Tilley, Room 247, Clarenville Campus**  **466.6948** [**paul.tilley@cna.nl.ca**](mailto:paul.tilley@cna.nl.ca)  **Facebook Based Course Website – “Paul Tilley’s Human Resource Page”** | | | | | | | | | |
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| ***Calendar & Course Outline*** | | | | | | | | | |
|  | | |  |  |  | | --- | --- | --- | | **Week** | **Monday** | **Key Events** | | 0 | Jan 3 | Overview, Expectations and Syllabus Review | | **1** | Jan 9 | Read Ch. 1 – Legal framework  Constitution of Canada  Charter of Rights and Freedoms | | **2** | Jan 16 | Read Ch. 2 – Human Rights Issues  Canadian Human Rights Code | | **3** | Jan 23 | Read Ch. 3 – Common Law issues | | **4** | Jan 30 | Read Ch. 4 – The Employment Contract  Labour Relations Act  Canadian Labour Code | | **5** | Feb 6 | **Midterm Exam 1 (Ch 1-4) (15%)** | | **6** | Feb 13 | Read Ch. 6 – Employment Standards Act  Labour Standards Act  **Case Presentation 1 (10%)** | | **7** | Feb 20 | Read Ch. 9 – Equity in the Workplace  Human Rights Legislation | | **8** | Feb 27 | Read Ch. 10 – Privacy | | **9** | March 5 Break | BREAK | | **10** | March 12 | **Midterm Exam 2 (Ch 6,9 & 10) (15%)** | | **11** | March 19 | **Case Presentation 2 (10%)** | | **12** | March 26 | Read Ch. 14 Dismissal with cause | | **13** | April 2 | Read Ch. 15 Dismissal without cause | | **14** | April 10 | **Research Paper and Presentation (20%)** | | **15** | April 16  April 25th Last possible day for exams | **Final Exam (30%)** | | | | | | | | |
| **Credit Value** | | | | | | | | | |
|  | | This course has a value of four (4) credits. | | | | | | | |
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| **Required Text(s) & Resources** | | | | | | | | | |
|  | | Filsinger, K.J., Employment Law for Business and Human Resources Professionals, 2005  Available Online:    Human Resources and Social Development Canada**Federal Labour Relations (**[**www.canada.gc.ca**](http://www.canada.gc.ca)**)** Industrial Relations  * [Industrial Relations Legislation in Canada](http://www.hrsdc.gc.ca/eng/lp/spila/clli/irlc/01industrial_relations_legislation_canada.shtml) * [Canada Labour Code, Part I](http://www.hrsdc.gc.ca/eng/lp/lo/fll/part1/index-fll.shtml)  Workplace Health and Safety  * [Occupational Health and Safety (Reports on Canadian Laws)](http://www.hrsdc.gc.ca/eng/lp/spila/clli/ohslc/01Occupational_Health_and_Safety.shtml) * [Canada Labour Code, Part II](http://www.hrsdc.gc.ca/eng/lp/lo/fll/part2/index-fll.shtml) * [Acts, Exclusions and Regulations](http://www.hrsdc.gc.ca/eng/lp/lo/fll/part2/index-regs.shtml) * [Regulations Amending the Canada Occupational Health and Safety Regulations](http://www.hrsdc.gc.ca/eng/lp/lo/ohs/part19/part19.shtml)  Employment Standards  * [Employment Standards Legislation in Canada](http://www.hrsdc.gc.ca/eng/lp/spila/clli/eslc/01Employment_Standards_Legislation_in_Canada.shtml) * [Canada Labour Code, Part III and Regulations](http://www.hrsdc.gc.ca/eng/lp/lo/fll/part3/index-fll.shtml) * [Whistleblower Protection](http://www.hrsdc.gc.ca/eng/lp/spila/clli/eslc/20Whistleblower_Protection.shtml)  Additional Information  * [Developments in Labour Legislation in Canada](http://www.hrsdc.gc.ca/eng/lp/spila/clli/dllc/01Developments_in_Labour_Legislation_in_Canada.shtml) * [Employment Equity Legislation and Agreements](http://www.hrsdc.gc.ca/eng/lp/lo/lswe/we/legislation/index-we.shtml) * [Canadian Association of Administrators of Labour Legislation (CAALL)](http://www.caall-acalo.org/home_e.shtml)   http://www.gov.nl.ca/images/newimages/logo.gif **Provincial Labour Relations (www.gov.nl.ca)**   * [Labour Relations Act](http://assembly.nl.ca/Legislation/sr/statutes/l01.htm) and [Regulations](http://assembly.nl.ca/Legislation/sr/regulations/rc960746.htm) * [Labour Standards Act](http://assembly.nl.ca/Legislation/sr/statutes/l02.htm) and [Regulations](http://assembly.nl.ca/Legislation/sr/regulations/rc960781.htm) * [Shops Closing Act](http://assembly.nl.ca/Legislation/sr/statutes/s15.htm) and [Regulations](http://assembly.nl.ca/Legislation/sr/regulations/rc961115.htm) * [Public Service Collective Bargaining Act](http://assembly.nl.ca/Legislation/sr/statutes/p42.htm) * [Fishing Industry Collective Bargaining Act](http://assembly.nl.ca/Legislation/sr/statutes/f18.htm) and [Regulations](http://assembly.nl.ca/Legislation/sr/regulations/rc070024.htm) * [Teachers' Collective Bargaining Act](http://assembly.nl.ca/Legislation/sr/statutes/t03.htm) * [Interns and Residents Collective Bargaining Act](http://assembly.nl.ca/Legislation/sr/statutes/i18.htm)   **http://www.gov.nl.ca/images/newimages/logo.gif Provincial Human Rights (www.gov.nl.ca)**   |  | | --- | | * [Labour Standards Frequently Asked Questions (FAQ's)](http://www.hrle.gov.nl.ca/lra/labourstandards/faq.htm) * [The Human Rights Code](http://www.justice.gov.nl.ca/hrc/human_rights_code.htm) * [Frequently Asked Questions](http://www.justice.gov.nl.ca/hrc/faqs.htm) * [Publications](http://www.justice.gov.nl.ca/hrc/newfoundland_human_rights_commis.htm) | |  |  |  |  | |  |  |  |  | | **Evaluation** | | | | | | | | * Midterm 1 @ 15% (Components of Canadian Labour Law) * Midterm 2 @ 15% (Employment Law) * 2 Case Presentations @ 10% each * Research Paper and Presentation @ 20% * Final (Labour Law) @ 30% | | | | | | | **Case Presentations @ 10% each** | | | | | | | | You will be assigned two cases that can be worked on in groups of no more than three. Your job is to assess the case and present your findings both in writing and to the class. | | | | | | | **Research Project @ 15% Presentation @ 5%** | | | | | | | | You will conduct a research project that can be worked on in groups of no more than three.  The Project will involve you researching and presenting your findings on one of the following topics:   * Unionization of Retail in Canada * Unionization and the Oil Industry in NL * A Handbook for Small Business in Labour Relations * Intellectual Property Law and the Labour Contract   Your project must be a “substantial” document that demonstrates in-depth research and a higher level of analysis. (Approx. 10 pages)  You will present your paper to the class. | | | | | | |  | | | | | | | |  | | | | | | | |  | | | | | | | | | | | | | |
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