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Business Administration

Course Number:	BUAD 374
Course Title:	EMPLOYMENT LAW
Credits:	3
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.
Semester and Year:	FALL 2023
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
Substitutable Courses:	No
Transfer Credit:	No

Special Notes:



Professors

Name	Phone	Office	Email
Bob Groves <i>Course Captain</i>	250-762-5445 x4331	C 127	bgroves@okanagan.bc.ca

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)	10%
Moot Project (group work)	30%
Mid-term Exam	20%
Final Exam	30%
Participation (individual)	10%
Total	100%

Notes

Assignment and Exam Policy

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 complete all__ assignments and the moot project to pass this course .

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

Course Schedule (see note below)

Date

Topic

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