



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 2015
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:	

Evaluation Procedure

Assignments	20%
Moot Project	30%
Mid-term Exam	20%
Final Exam	30%
Total	100%

Notes

Students must complete all assignments and have a passing grade on the final to pass the course. Letter grades are assigned using the standardized grading system outlined in the college online calendar.

Assignment and Exam Policy

xAll assignments are due at the start of the lecture on the date assigned by your professor

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

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Course Schedule

Date		Topic	Textbook
Week of:		Tues. Sept 8 College-wide Orientation Day Wed. Sept 9 Classes begin Mon. Oct 12 Thanksgiving Day – no classes Wed. Nov 11 Remembrance Day – no classes Thur. Dec 10 Last day of regularly scheduled classes	
Sept	7	Overview of Legal Framework	Ch 1
	14	Human Rights Issues Arising During the Hiring Process	Ch 2
	21	Common Law Issues Arising During the Hiring Process	Ch 3
	28	Employment Contract Issues	Ch 4
Oct	5	Human Rights Issues Arising During Employment	Ch 5
	12	Common Law Issues Arising During Employment	Ch 11

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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 the Di2,Y