

York University
School of Human Resource Management
AP/HRM 3420A (ONLINE): Term S1 2019
EMPLOYMENT LAW

INSTRUCTOR: CHRISTOPHER SWEENEY, B.A. (Honours), LL.B.

OFFICE: N/A. Meetings can be arranged by student if discussions after class or by email are not sufficient. For all administrative issues please go to or contact Room 150 Atkinson Building. You may also contact the School's main line at 416-736-5806 or email at lapsshrm@yorku.ca.

COMMUNICATION: You can email me if necessary at csweeney@yorku.ca or contact me through the moodle site with questions or to make an appointment. I will respond to emails at my earliest convenience.

CLASS TIMES AND LOCATION: ONLINE. York S1 classes begin the week of **April 29, 2019** and end **June 10, 2019**. **NOTE: This is a compressed 7-week course and two online lectures will be delivered weekly.**

EXAM PERIOD: The exam period is **June 12 - 14, 2019** inclusive. If you are not available during this period, you should consider withdrawing from the course.

DROP DATE: The day to drop a course without a grade being entered is **May 27, 2019**.

MANDATORY PREREQUISITE

Prerequisite: AP/HRM 2600 3.00. If you don't have the prerequisites, you cannot take the class. It is not a co-requisite, so it is not good enough for you to be in the prerequisite course this term. Course credit exclusion: None.

METHOD OF INSTRUCTION:

A combination of online lectures, power point slides, online quizzes, articles and regular homework assignments. There is no Karaoke singing competition this session.

COURSE DESCRIPTION/OBJECTIVES:

This course explores the ways that law governs the employment relationship. Students will learn the law as reflected in the two legal regimes that govern non-unionized work: (1) the Common Law; and (2) Regulatory Standards (Statute) Law. A theme we will explore throughout the course is how these balance the interests of workers, employers, and of the greater society. Students who complete the course will have familiarity with essential aspects of the law of the workplace and the policy justifications for those laws. Despite what it may say in the Course Calendar – there is NO Unionized workplace aspect to the course.

METHOD OF EVALUATION:

5 Mandatory Homework Assignments (5x 2%).....	10%
Mid Term Online Test (Week 4*) (or make up essay)	30%
2 Multiple Choice Quizzes (Week 3 and Week 7 of class*) (2x 10%)	20%
Final Online Exam (June 12-14)	40%
TOTAL.....	100%

A 2-hour mid-term test will be held during Week 4, probably on the Thursday or Friday evening or on the Saturday (May 16-18) to accommodate people’s work schedules. It will be a ‘take home’ exam, meaning you will type the exam on a computer with Internet connection and upload your answers by the designated time. This will be explained during the term.

The 3-hour final exam will be held during the York S1 exam period (June 12-14) and will be also be a ‘take home’ exam. It will likely be held in the evening of one of those days to accommodate people’s work schedules.

PLEASE READ THE NOTE ON MISSED TESTS AND EXAMS BELOW: If you miss the midterm and you do not want to be assessed under this revised scheme, you should drop the course before the drop date.

TESTS AND ASSIGNMENTS – Provisional*

(*This is subject to change at the professor's discretion to within the first few weeks of class and students will be notified promptly once a final decision has been made)

The **MIDTERM EXAM** will be 2 hours and held online during the fourth week of class. It is worth 30%. If you cannot make the date and time for the midterm for an acceptable reason, there will be a **make-up written essay assignment** for the value of the midterm.

The **FINAL EXAM** will be online and held during the exam period (June 12-14). The University will set the date, at which time you will be informed. The Final Exam is cumulative, but weighted on material after the midterm. It is worth 40%.

There will be **5 MANDATORY SHORT ASSIGNMENTS** throughout the course. These will generally take the form of the kind of question you would encounter on an exam and are based on your assigned readings for each week. These questions will be posted on the Course Moodle Website and you will be required to post your answers by a scheduled time. Each is worth 2% (Total 10%).

There will be **2 MULTIPLE CHOICE QUIZZES** during the course held before the Final exam period. They will be held online, likely in the third week before the midterm and the final week of classes. Each is worth 10% (Total 20%).

IMPORTANT: MISSED TESTS AND LATE ASSIGNMENTS

There will be no make-up test for the quizzes. If there is an acceptable reason for the quiz being missed, the value of that mark will be applied to the final exam.

If you miss the midterm for an acceptable reason there will be a written essay assignment.

Late Assignments will receive a zero.

ScHRM policy on Deferred Exams: The Deferred Exam will be closed book, cumulative and will include all subjects/topics of the textbook and assigned and covered in class. Deferred exams are not necessarily in the same format as the exam written by your section of the course. The format for deferred exams is not released in advance. Access to a course website will not be given. Please save your lecture notes / presentation slides.

All final grades will be reviewed by the School of Human Resource Management and the School reserves the right to modify them in order to maintain high standards.

READINGS

Text: **The Law of Work** by David J. Doorey, published by Emond Montgomery Publications.

Reading Kit: Additional required readings and other materials not found in the required text will be provided to you on the class website, via links to these cases, electronic copies or also occasional hand-outs. The law constantly evolves and current events inform what we take up in class and so materials may be distributed as they become available.

FINDING AND RESEARCHING EMPLOYMENT CASE LAW

I recommend that you read additional cases during the year dealing with topics we discuss in class. Many court decisions dealing with employment law are available free of charge at the website for the Canadian Legal Information Institute at this URL: <http://www.canlii.org/en/>

On that site you can search “wrongful dismissal” and “theft”, for example, to see court cases that deal with employees being dismissed for stealing.

Other Useful Resources available on Reserve at Scott Library. Some copies are also available for purchase at the York bookstore:

Employment Law for Business and Human Resources Professionals, 3rd Edition. by Kathryn Filsinger, published by Emond Montgomery Publications.

For Better Or For Worse: A Practical Guide to Canadian Employment Law, 2nd Ed. R. Echlin & C. Thomlinson,, (Aurora Professional Press, 2003);

Individual Employment Law, 2nd Edition. G. England, (Irwin Law, 2008)

All final grades will be reviewed by the School of Human Resource Management, and the School reserves the right to modify them in order to maintain high standards.