

**York University**  
**School of Human Resource Management**  
**AP/ADMS/HRM 3420M: Term W 2022**  
**EMPLOYMENT LAW**

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

**OFFICE:** N/A. Meetings can be arranged by student if discussions 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](mailto:lapsshrm@yorku.ca).

**COMMUNICATION:** You can email me at [csweeney@yorku.ca](mailto:csweeney@yorku.ca) or contact me through the course moodle site with questions or to make an appointment. I will respond at my earliest convenience.

**CLASS TIMES AND LOCATION:** Scheduled for **Tuesdays 11:30 am – 2:30 pm EST** but classroom TBD. **First class Tuesday January 11, 2022. Last class is Tuesday April 5, 2022.** There are no lectures/assignments during **February 19-25, 2022** (Reading Week).

**TIMING:** For the most part the course will be delivered asynchronously i.e. you don't need to check in for specific times for the recorded lectures. However, there will be weekly assignments and quizzes and tests, which will need to be delivered synchronously i.e. at specific times or within specific time windows. As well, I will organize weekly "office hours" (see above) when students can communicate with me synchronously. These office hours are a work in progress and I am exploring what works best for me and the students.

**EXAM PERIOD:** The exam period is **April 12-29**, inclusive. York expects you to be available. If you are not available during this period, withdraw from the course. There is no alternative date option.

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## **MANDATORY PREREQUISITE**

Prerequisite: **AP/HRM 2600 3.00**. If you don't have the prerequisite, 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 lecture, regular sample test questions, homework assignments, quizzes, news items, and short films. There is no modelling competition component 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 regimes 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 says in the Course Calendar – there is NO Unionized workplace aspect to the course (that's in Industrial Relations).

## **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 likely held during the seventh week of class. If you cannot write the midterm for an acceptable reason, there will be a **make-up written legal research memorandum assignment** for the value of the midterm.

The **FINAL EXAM** will likely be online and is held during the exam period. 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.

There will be **TEN MANDATORY WEEKLY IN CLASS ASSIGNMENTS** throughout the course. These are based on your assigned readings for each class.

There will be one Assignment Make-Up opportunity at the end of the semester.

\*There will be **TWO MULTIPLE-CHOICE QUIZZES** during the course held before the Final exam period. They will be held online and outside of class time.

**METHOD OF EVALUATION:**

10 Mandatory Weekly In-Class Assignments (10 x 2%) .....	20%
Mid Term Exam .....	30%
2 Multiple Choice Online Quizzes (2 x 10%) .....	20%
Final Online Exam.....	30%
TOTAL.....	100%

The **DROP DATE** to drop a course without a grade being entered is **Friday March 18, 2022**.

**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 next scheduled exam or in a separate assignment at the professor’s discretion.

If you miss the midterm for an acceptable reason there will be a six-page legal memo assignment in its stead.

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: Second Edition** (2020) by David J. Doorey, published by Emond Montgomery Publications. (NOTE: There are similarly named and out of date texts by this author, ensure you get the correct one)

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