

York University
School of Human Resource Management

AP/HRM 3420A: Term F 2023

EMPLOYMENT LAW

***ALL MATERIAL BELOW SUBJECT TO CHANGE BY PROFESSOR UPON
REASONABLE NOTICE TO STUDENTS***

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

OFFICE: N/A. Communication will be through email or e-class. In past sessions I have organized weekly check-ins and assignment take-ups through chat or blogs. This can be decided with the class. For all administrative issues: Room 150 Atkinson Building. 416-736-5806. lapsshrm@yorku.ca.

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

CLASS TIMES AND LOCATION: Scheduled for Tuesdays 7:00 -10:00 pm EST in classroom (ACE009). First class Tuesday September 12, 2023. Last class is Tuesday December 5, 2023. There are no lectures/assignments during October 7 -13, 2023 (Reading Week).

EXAM PERIOD: The exam period is December 7-20, 2023, 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.

FINAL EXAM: TBD

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 in-class 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 in person 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 be in person 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 ASSIGNMENTS** throughout the course. These are based on your assigned readings for each class. Answers will be taken up in 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 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 Wednesday, November 8, 2023.

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 instead.

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.

PROHIBITION ON USE OF A.I. IN THIS COURSE

In this course, all work should be completed by you and you alone. As such, you are not allowed to use generative artificial intelligence (AI), such as ChatGPT, to help you complete any of your work in this course (e.g., tests, papers, assignments, presentations, essay outlines, presentation scripts, etc.). If you do not know whether an online resource or tool can be used in this course, please contact me for guidance. Any use of generative AI in this course will be considered a breach of the Senate Policy on Academic Honesty. For more information, please review AI Technology & Academic Integrity: Information for Students.

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