

York University  
School of Human Resource Management  
AP/HRM 3420 Section N (ONCA)  
**EMPLOYMENT LAW**  
Winter 2024

**INSTRUCTOR:** PROFESSOR DAVID DOOREY, Ph.D  
**PLATFORM:** Remote Course; Mix of recorded lectures, on-line content  
**EMAIL:** [ddoorey@yorku.ca](mailto:ddoorey@yorku.ca)  
**Twitter:** @TheLawofWork  
**Blog:** Law of Work (lawofwork.ca)

**PREREQUISITE:**

Prerequisite: HRM 2600 3.00 This is a Hard Prerequisite. If you haven't taken it, you cannot take the class.

**COURSE DESCRIPTION/OBJECTIVES:**

This section of HRM 3420 is taught online, with a midterm and final exam to be written on campus.

Each week, on Thursday mornings beginning January 11, a new lecture recording will be posted on the course eClass/Moodle website along with other related materials. Students are required to do the assigned readings and watch the lecture videos. I will host occasional live "office hours" to answer questions.

The course explores how law governs the employment relationship. It focuses on two of work law's three regimes: (1) the common law; and (2) regulatory standards law. The third regime of work law, Collective Bargaining Law, is explored in HRM3422 Industrial Relations.

The course begins with an exploration of the Common Law model of the employment contract and the judge-made rules that have developed over time. We will learn about how judges have created a special type of contract to regulate work and that as judicial attitudes evolved, so too judges' interpretations of employment contracts. In the second half of the course, we will explore how Canadian governments have intervened in the common law model in pursuit of various public policy goals (i.e. better wages and working conditions, less discrimination in employment) through employment legislation. We will focus in this course on two examples: Employment Standards and Human Rights legislation.

The objective of this course is to introduce students to the fundamental concepts that guide the law of work. A key theme is that the law is shaped by developments and forces in broader society, and by the imbalance of power that permeates the employment relationship. This course will provide a strong foundation in work law for students interested in a career in HRM, labour relations, law, or public policy.

## **PREPERATION FOR CLASS**

You are responsible for all assigned material covered in the lecture as well as the readings. There are a lot of “cases”—decisions written by judges and tribunals—considered in the readings and the lectures, as is to be expected in a law course. You should begin early in the term preparing a case summary log, which is a quick summary of the main point from each case. You will use this to study from for the test and exam. In the online lectures, I will review key themes and issues from the readings and discuss questions and case studies relating to those readings. There are also exercises in the back of the chapters which you are expected to do. I will post answers to the questions. Tests and exams will be similar in form to these questions.

## **READINGS**

Text: **D. Doorey, *The Law of Work*, 2<sup>nd</sup> Ed (2020, Emond)**

You can order the book directly [from the publisher at this website](#), in either hard copy (there is usually free shipping) or electronic version. The York Bookstore will also have copies.

(*Note that if you intend to also take HRM 3422 Industrial Relations, it is possible that the instructor is using a companion text called Canadian Labour Relations: Law, Policy, and Practice by Doorey and Braley-Rattai*). If so, you can use *The Law of Work* for that course as well, but you will need to obtain copies of some additional chapters found in the *Canadian Labour Relations* text. You can ask me about that if this situation applies to you.)

## **METHOD OF EVALUATION:**

There will be a midterm test (tentatively scheduled for Thursday February 29 and final exam that you will write on campus, and two short assignments that you will do at home. The date and format of the tests and assignments will be confirmed once classes begin. Note that the final exam period is April 10-25. York University assumes that students are available during that period to write the exams. Plan your travel accordingly. I do not schedule the final exam, I find out the same as you when the University posts the exam schedule.

## **METHOD OF EVALUATION:**

Mid Term Test (February 29, 7-9 pm, on campus)	30%
Assignment 1	10%
Assignment 2	10%
Final Exam	50%
<b>TOTAL</b>	<b>100%</b>

## **Missed Tests and Late Assignments**

**There will be no make-up test for the mid-term.** Students who present a proper medical authorization form as per the University’s policy explaining that they could not write the mid-term

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due to medical or other recognized accommodation reasons **must submit a written essay (topic to be assigned by the professor) that will be worth 30% of the grade.**

**READ THIS:** 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.

**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.**