

York University
School of Human Resource Management
AP/HRM 3420
EMPLOYMENT LAW
SUMMER 2025

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

COURSE DESCRIPTION/OBJECTIVES:

This is an S1 online section of HRM 3420. **THIS COURSE MOVES AT TWICE THE SPEED OF A REGULAR SEMESTER LONG COURSE. THE CLASS BEGINS THE FIRST WEEK OF MAY AND CONCLUDES THE SECOND WEEK OF JUNE.** You will need to treat this course like a part-time job and devote considerable time each week to keeping up. If you do not have that time (I'd estimate AT LEAST 10 hours per week), you should not enroll in this course.

Each week, on Tuesdays and Thursday mornings beginning May 6, I will post new lecture materials on the course eClass/Moodle website along with other related materials. Students are required to do the assigned readings and listen/watch to the lectures and then complete a series of exercises based on the materials. 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*, 3rd Ed (2024, Emond)**

You can order the book directly from the [publisher at this website](#), in either hard copy (there is usually free shipping) or e-Book version. The York Bookstore will also have copies. The tests will be “open-book”, meaning you can use the textbook, so I recommend that you have your own copy.

METHOD OF EVALUATION:

There will be a midterm test and final exam that you will write remotely. The date and format will be confirmed once classes begin. There will also be a final exam scheduled during the exam period, which is June 18 and 19 for the S1 term. In both cases, you will type your responses in a Word document and upload that document to the course eClass page using Turnitin, which examines papers for academic honesty, originality, and use of Artificial Intelligence.

METHOD OF EVALUATION:

Mid Term Test	45%
Final Exam	<u>55%</u>
TOTAL	100%

Missed Tests and Late Assignments

There will be no make-up test for the mid-term. In this expedited S1 session, if you cannot write the midterm test you should drop the course. There is no time to write makeup assignments and tests.

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.