

# Employment Law

AP/HRM 3420 Section N (ONCA)  
Winter 2026

## Course Information

**Course Instructor:** Natalia Vucina, Ph.Dc

**Email:** nvucina@yorku.ca

**Office Hours:** Held virtually via eClass (Appointment required)

**Course Delivery:** Online (Asynchronous), with on-campus midterm and final examination

## Land Acknowledgment

York University recognizes that many Indigenous Nations have longstanding relationships with the territories upon which York University campuses are located that precede the establishment of York University. York University acknowledges its presence on the traditional territory of many Indigenous Nations. The area known as Tkaronto has been care taken by the Anishinabek Nation, the Haudenosaunee Confederacy, and the Huron-Wendat. It is now home to many First Nation, Inuit, and Métis communities. We acknowledge the current treaty holders, the Mississaugas of the Credit First Nation. This territory is subject of the Dish with One Spoon Wampum Belt Covenant, an agreement to peaceably share and care for the Great Lakes region (LA&PS Land Acknowledgement).

## Course Overview

### Course Description

Provides a basic understanding of the law and issues governing the employer-employee relationship. The rights and obligations of employers and employees are examined.

**Pre-Requisites:** AP/HRM 2600 3.00

This course is delivered fully online through York University eClass, except for the midterm and final examinations, which will be written on campus.

- The course contains 13 online modules (one per week)

- All course components—including lecture videos, readings, activities, and assignments—are accessible through eClass: <https://eclass.yorku.ca>

Please log in using your Passport York credentials. First-time users may be prompted to complete a user profile.

Note: Although modules may appear in advance, content will be updated throughout the term (e.g., current news, links, and assessments). **Check eClass regularly.**

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## Course Organization

This course examines how law regulates the employment relationship in Canada, focusing on two major legal regimes:

1. The Common Law (judge-made rules governing employment contracts)
2. Statutory Law (legislation governing working conditions and equality rights)

Topics include:

- Formation and interpretation of employment contracts
- Employee vs. independent contractor classifications
- Termination, notice, and wrongful dismissal
- Statutory minimum standards (Employment Standards Act)
- Human rights protections and workplace discrimination
- Power dynamics embedded within employment relationships
- Public policy goals in labour regulation

Upon successful completion, students will be able to:

- Explain foundational doctrines in Canadian employment law
  - Analyze legal cases using principles of statutory interpretation and common law reasoning
  - Apply employment law concepts to factual workplace scenarios
  - Compare judicial and legislative approaches to regulating work
  - Prepare for advanced HRM, labour relations, public policy, or legal work
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## Technical Requirements

This course is delivered fully online through York University eClass. Students will interact with all course components—including lecture videos, readings, activities, and assignments—exclusively through this platform.

Need technical help with eClass? Check out the following resources for support:

- [Student Guide to eClass](#)
- [eLearning Getting Started \(LA&PS eServices\)](#)
- [Student Guide to Remote and Online Learning](#)

To determine Internet connection and speed, there are online tests, such as Speedtest, that can be run. If you need technical assistance, please consult the [University Information Technology \(UIT\) Student Services](#)

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## Required Course Materials

You may acquire either a physical or electronic copy.

| Course Learning Material                       | Availability                |
|------------------------------------------------|-----------------------------|
| Doorey, David J., The Law of Work, 3rd Edition | Physical or electronic copy |

## Course Evaluation

| Assessment   | Due Date                                 | Weight % | Description   |
|--------------|------------------------------------------|----------|---------------|
| Assignment 1 | January 30, 2026                         | 10%      | Case Analysis |
| Midterm      | February 23, 2026<br>(subject to change) | 30%      |               |
| Assignment 2 | March 13, 2026                           | 10%      | Case Analysis |
| Final        | TBD (April 8-24)                         | 50%      |               |
|              |                                          | 100%     |               |

**Note:**

Students missing the midterm for a valid, documented reason (e.g., medical, emergency) must submit appropriate documentation in accordance with York University policies. If approved, there will be **no makeup midterm**; instead, the **30% weight of the midterm will be shifted to the final exam**.

Final exams take place during the university's exam period (April 8–24). You must be available to write during this stretch.

All final grades are subject to review by the School of Human Resource Management to maintain academic standards.

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## Assessment Descriptions

Both assignments are case analyses and must be submitted via **Turnitin**. **Late submissions are not accepted** unless there is a documented medical issue or emergency; in those cases, the assignment weight will be transferred to the midterm.

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## How to Use Citations in this Course

Resources to help with citations:

- [I need to cite and reference](#), Learning Commons
- [Drop-in Research Support](#), York U Libraries
- [Writing Centre](#)
- [Student Papers & Academic Research Kit \(SPARK\)](#)

## Grading

The grading scheme for this course confirms to the 9-point system used in undergraduate programs at York University. For a full description of the York grading system, visit the [York University Academic Calendar](#).

| Grade | Grade Point | Percent Range | Description |
|-------|-------------|---------------|-------------|
| A+    | 9           | 90–100        | Exceptional |
| A     | 8           | 80–89         | Excellent   |

| Grade | Grade Point | Percent Range | Description        |
|-------|-------------|---------------|--------------------|
| B+    | 7           | 75–79         | Very Good          |
| B     | 6           | 70–74         | Good               |
| C+    | 5           | 65–69         | Competent          |
| C     | 4           | 60–64         | Fairly Competent   |
| D+    | 3           | 55–59         | Passing            |
| D     | 2           | 50–54         | Marginally Passing |
| E     | 1           | 40–49         | Marginally Failing |
| F     | 0           | 0–39          | Failing            |

## Course Schedule

### Weekly Course Schedule

| Week   | Readings and Activities                                                                                                                                                                                                                                                                                                 |
|--------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Week 1 | <b>Chapters 1 &amp; 2:</b> Introduce Canada's three interconnected work law regimes and explain how societal context, power, and institutional interactions shape the legal rules governing employment.                                                                                                                 |
| Week 2 | <b>Chapters 3 &amp; 4:</b> Examine how changing perspectives shape work law in Canada and analyze how and why workers are classified, including debates over these distinctions in today's fissured workplace.<br><b>+ Supplementary material provided</b>                                                              |
| Week 3 | <b>Chapters 5-7:</b> Trace the historical development of employment law from master and servant relations to the modern common law of employment, and examine how employment contracts are formed through recruitment, capacity, intent, and core contractual elements.<br><b>+ Supplementary material provided</b>     |
| Week 4 | Selected sections from <b>Chapters 8–10</b> on how courts interpret and enforce employment contracts, including express and implied terms, contract types, termination limits, and reasonable notice. We'll focus on key doctrines, core tests, and the factors judges consider in assessing enforceability and notice. |

| Week    | Readings and Activities                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|---------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Week 5  | <p>Selected sections from <b>Chapters 11–13</b> will cover when and how employment can end without notice under the common law, including frustration (illness/disability or major disruptions), summary dismissal for misconduct, and constructive dismissal when an employer's serious breach forces resignation. We'll focus on the key legal tests, common scenarios, and what courts look for when deciding these disputes.</p> <p><b>+ Supplementary material provided</b></p> |
| Week 6  | <p>Selected sections from <b>Chapters 14–16</b> will cover remedies and liabilities arising from the end of the employment relationship, including wrongful dismissal damages and mitigation, employee resignation and notice obligations, and tort liability in the workplace, with a focus on vicarious liability, common workplace torts, and available damages.</p> <p><b>+ Supplementary material provided</b></p>                                                              |
| Week 7  | Reading week                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Week 8  | No new lecture material; review in preparation for the midterm                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Week 9  | <p>Selected sections from <b>Chapters 17–19</b> will introduce the regulatory regime of work law, focusing on mandatory employment standards, government jurisdiction and law-making processes, and the role of administrative tribunals, as well as how the state regulates wages, working time, and leave to protect employees and address broader social and economic goals.</p> <p><b>+ Supplementary material provided</b></p>                                                  |
| Week 10 | <p>Selected sections from <b>Chapters 20–22</b> will cover statutory regulation of employment termination and dismissal, the interaction between employment standards and common law entitlements, and the human rights regime governing discrimination at work, including complaint processes, remedies, and the legal framework for assessing discrimination claims.</p> <p><b>+ Supplementary material provided</b></p>                                                           |
| Week 11 | <p>Selected sections from <b>Chapters 23–24</b> will examine defences to workplace discrimination, including the BFOR/Meiorin framework and the duty to accommodate, as well as the occupational health and safety and workers' compensation regimes, focusing on employer and worker obligations, injury compensation, and the trade-offs underlying these systems.</p> <p><b>+ Supplementary material provided</b></p>                                                             |
| Week 12 | <p>Selected sections from <b>Chapter 39</b> will introduce the Canadian Charter of Rights and Freedoms and its role in work law, including who and what it governs, the Oakes test, equality rights, freedom of association, and the</p>                                                                                                                                                                                                                                             |

| Week | Readings and Activities                                                                                                                                                                        |
|------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|      | Charter's influence on employment, regulatory, and collective bargaining regimes. The week will also include a brief review of key chapters<br><b>+ <i>Supplementary material provided</i></b> |

## Important Dates

Explore York University's [Registrar's Office](#) to find a list of important dates, such as class start/end dates, drop deadlines, holidays and more.

## Course Policies

Please review the course policies in this section. All students are expected to familiarize themselves with the following information:

- [Student Rights & Responsibilities](#)
- [Academic Accommodation for Students with Disabilities](#)

## Academic Integrity and Conduct

Academic integrity is a fundamental and important value of York University. To maintain a fair and honest learning environment, you are responsible for understanding and upholding academic integrity in all courses and academic activities. You are encouraged to connect with reliable on-campus resources that support your coursework and academic honesty. To better understand the serious consequences of breaching academic honesty policies, familiarize yourself with the [Senate Policy on Academic Conduct](#). You can learn more about upholding academic integrity in your courses by [exploring SPARK: Academic Integrity Module](#), [LA&PS Academic Honesty](#) and [Academic Integrity for Students](#).

## Generative Artificial Intelligence (GenAI)

Students are not permitted to use generative artificial intelligence (AI) in this course. Submitting any work created (in whole or part) through the use of generative AI tools will be considered a violation of York University's [Senate Policy on Academic Conduct](#). Using AI apps such as Microsoft Copilot, ChatGPT, DALL-E, translation software among others to complete academic work **without your instructor's knowledge or permission**, is considered a breach under York's Academic Conduct Policy. For more information, please review [AI Technology & Academic Integrity: Information for Students](#).

If you're not sure whether using an AI app for your academic work is acceptable, it is recommended that you:

- Carefully review the guidelines for your assessments
- Check for any messages from your instructor on eClass
- Ask your instructor or TA if they are permitting the use of these tools

## Turnitin

To promote academic integrity in this course, you will normally be required to submit your written assignments to Turnitin (on the course's eClass site) for a review of textual similarities and the detection of possible plagiarism. In doing so, you are allowing your material to be included as source documents in the Turnitin.com reference database, where they will be used only for the purpose of detecting plagiarism. The terms that apply to the University's use of the Turnitin service are described on the [Turnitin.com](https://turnitin.com) website. York students may opt out of using Turnitin. If you wish to opt out, you should contact your instructor as soon as possible.

## Accessibility

York University is committed to creating a learning environment which provides equal opportunity to all members of its community. If you anticipate or experience any barriers to learning in this course, please discuss your concerns with your instructor as early as possible. For students with disabilities, contact [Student Accessibility Services](#) to coordinate academic accommodations and services. Accommodations will be communicated to Course Directors through a Letter of Accommodation (LOA). Accommodations for tests/exams normally require three (3) weeks (or 21 days) before the scheduled test/exam to arrange. To learn more, please visit [Accommodated Exam/Test Scheduling](#).

## Religious Observance Accommodation

York University is committed to respecting the religious beliefs and practices of all members of the community and making reasonable and appropriate [accommodations to adherents for observances of days of religious significance](#). Should any of the dates specified in this syllabus for course assignments, tests, or deadlines conflict with a date of religious significance, please contact the instructor not less than two (2) weeks (or 14 days) prior to the date for which accommodation is sought. If the requested accommodation is for an exam or falls within the formal examination periods, you must complete and submit a [Religious Accommodation Agreement \(PDF\)](#) at least three (3) weeks (or 21 days) before the start of the exam period.

## Academic Consideration for Missed Course Work

This policy applies to course assessments worth 20% or less of your overall course grade and does not apply to exams held during the final examination period. Students may self-declare two (2) 7-day consideration periods each 12-week term and one (1) 7-day consideration period per six-week term. An Attending Physician's Statement (APS) is not required for these self-declared absences. However, an instructor may request a signed APS for the final examination period, coursework worth more than 20% of the course grade and missed work outside of the self-declared academic consideration period(s).

Students can submit their self-declaration(s) for academic consideration using eClass. Students are then responsible for contacting the instructor no later than two (2) business days after the end of the consideration period(s) to arrange details of any accommodation for missed coursework. If you do not do this, you may get a zero (0) on the missed work. Where courses have built-in accommodations already established, the instructor may decline providing additional accommodations under this policy. For further details, please review the

[Policy on Academic Consideration for Missed Course Work.](#)

## Final Examination Identification Policy

For final exams in this course, you must present a valid York University official photo identification card ([YU-card](#)) to verify your identity. Also, you will need to sign the exam's attendance roster. Learn more about preparing for your exams by reviewing York's Policies on [Conduct of Examinations](#) as well as the Registrar's Office [Examination Tip Sheet](#).

## Intellectual Property

Course materials are designed for use as part of this particular course at York University and are the intellectual property of the instructor unless otherwise stated. Third-party copyrighted materials (such as book chapters, journal articles, music, videos, etc.) have either been licensed for use in this course or fall under an exception or limitation in Canadian copyright law. Students may not publish, post on an Internet site, sell, or otherwise distribute any course materials or work without the instructor's express permission. Course materials should only be used by students enrolled in this course.

Copying this material for distribution (e.g., uploading material to a commercial third-party website) may lead to a charge of misconduct according to [York's Code of Student Rights and Responsibilities](#), the [Senate Policy on Academic Conduct](#), and/or legal consequences for copyright violations.

## Student Support and Resources

York University offers a wide range of student supports resources and services, including everything from writing workshops and peer mentorship to wellness support and career guidance. Explore the links below to access these on-campus resources:

- [Academic Advising](#) is available to provide students support and guidance in making academic decisions and goals.
- [Student Accessibility Services](#) are available for support and accessibility accommodation when required.
- [Student Counselling, Health & Wellbeing](#) offers workshops, resources and counselling to support your personal wellness and academic success.
- [Peer-Assisted Study Sessions \(PASS\) Program](#) provides free study sessions where students collaborate and enhance their understanding of course content in select courses.
- [Student Numeracy Assistance Centre at Keele \(SNACK\)](#) supports students in courses involving math, statistics, coding and Excel.
- [The Writing Centre](#) provides multiple avenues of writing-based support including drop-in sessions, one-to-one appointments, a Multilingual Studio and an Accessibility Specialist.
- [Centre for Indigenous Student Services](#) offers a community space with academic, spiritual, cultural and physical support, including writing and learning skills programs.

- [ESL Open Learning Centre \(OLC\)](#) supports students with building proficiency in reading, writing and speaking English.
- [Learning Skills Services](#) offers workshops, resources and tips on learning-related topics like time management, note-taking, studying and exam prep.
- [Learning Commons](#) links to supports for writing, learning skills, career development, exam preparation and other learning-related resources.
- [Roadmap to Student Success](#) is a collection of timely and targeted resources to help students achieve academic, personal and professional success at different stages of their university journey.
- [Office of Student Community Relations \(OSCR\)](#) is responsible for administering the Code of Student Rights & Responsibilities and provides critical incident and conflict resolution support.
- [Peer Mentorship](#) helps students transition through their first year by connecting them with upper-year students. The mentors can help students find supports and resources. They also lead a community hub on campus.
- [goSAFE](#) is staffed by York students and can accompany York community members to and from any on-campus location, such as the Village Shuttle pick-up hub, parking lots, bus stops or residences.

For a full list of academic, wellness and campus resources visit [Student Support & Resources](#).