



COURSE OUTLINE

COURSE NUMBER:	DPS 51115 PTF01
COURSE NAME:	Employment and Labour Law
METHOD OF DELIVERY:	ONLINE
COURSE PRE-REQUISITE(S):	Principles of Human Resource Management
INSTRUCTOR:	MaryAnn Kempe
INSTRUCTOR CONTACT:	maryann.kempe@birchwood.ca
COURSE WEBSITE:	https://nexus.uwinnipeg.ca/
SUPPLIES:	Computer and Internet Access
COURSE OPENS:	September 7, 2020
COURSE CLOSES:	November 29, 2020
EXAMINATION DATE:	No examination

TECHNOLOGY REQUIREMENTS:	Laptop required
TEXTBOOK:	Doorey, D.J. (2016). The law of work: Common law and the regulation of world. Toronto ON: Edmond Montgomery Publications Limited Canadian human resource management: A strategic approach (12th ed.)

Consult the bookstore [website link](#) for the most recent textbook edition

PRE-COURSE READING:	see lecture schedule
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NEXUS:

Course materials, resources and assignments will be posted on Nexus, the online course management system, supporting the delivery of this course. Please use your WebAdvisor username and password to log in to Nexus system to retrieve these materials and to access important class communication. Not all part-time courses are posted on Nexus.

Important information regarding your UW student account can be found [here](#).

COURSE DESCRIPTION:

Navigating employment and labour law can be a challenge for the HR layperson. This course will provide students with an overview of the legal framework for effective human resource management and for compliance with relevant laws and legislation. Topics include significant federal and provincial legislation affecting human resource management, as well as, other common law concerns that affect human resource management. The course will also help students understand how these legal requirements impact the employment contract and performance management process.

LEARNING OUTCOMES:

Upon completion of this course, students will be able to:

- summarize the differences and similarities between employment relationships, independent contractor relationships, and agency relationships;
- recognize basic common law principles applicable to employment law;
- gain an understanding of statutory regulations, common law, case decisions, and other legal doctrine, to understand the role of human resource professional to develop robust Human resource policies and practices.
- identify fundamental human rights concepts that commonly arise in the employment context;
- describe fundamental employee rights and protections provided under the *Manitoba Employment Standards Act* and applicable privacy legislation and explore differences in Canadian jurisdictions;
- demonstrate the ability to explain employee and employer rights and obligations under the *Occupational Health and Safety Regulation*, as well as the claims process under the *Manitoba Worker's Compensation Act* and *Manitoba Workplace Safety and Health* and
- demonstrate a strong understanding of employer and employee rights and potential liabilities (including appreciation of damages concepts) in the context of termination of the employment relationship
- Recommend best practices Human Resource Policies and practices

DISCLAIMER:

Please consider this course outline as a general guide. Time constraints and other unforeseen factors may require some adaptation of the course materials.

LECTURE SCHEDULE:

SCHEDULE DATES	LECTURE TOPICS	REQUIRED READINGS
Sept 7, 2020	Introductions Review course outline and assessments Introduction to Employment and Labour law in Canada	Chapters 1,2,3,4
September 14, 2020	The Common Law Employment Relationship	Chapters 5,6,7,8,9,10
September 21, 2020	The Regulatory Regime	Chapters 21,22,23,24 Assignment #1 DUE Employment Contract Analysis
September 28, 2020	Human Rights and the Charter	Chapters 25,26,27,29,29
October 5, 2020	Ending the Employment Relationship	Chapters 11,12,13,14,15,16,17 Assignment #2 DUE - Jurisdiction Comparison
October 12, 2020	Employee Privacy New emerging topics such as Social Media in the workplace and Cannabis legislation Final Assessment Review	Chapters 32,22 Assignment #3 Due – Case review
October 19, 2020	Final Assessment	

Remember to complete your course evaluation immediately after this course is complete. We take your feedback very seriously and use it to continually improve our courses and programs.

- **Full time course evaluations are available on NEXUS**
- **Part time and online course evaluations will be emailed to you**

VOLUNTARY WITHDRAWAL:

Students can voluntarily withdraw from a course up to the 75% point in a course without any academic penalty. Note that this does not include the hours for the invigilated exams. It is the student's responsibility to withdraw this course to ensure no academic penalty is incurred. Please consult the Registration Office or Academic Advisor for a **Request for Voluntary Withdrawal** form.

METHOD OF EVALUATION:

VALUE	ITEM OF WORK	DUE DATE
20%	Assignment #1 - The purpose of this assignment is to compare and analyze two employment contracts - the first contract as set out on pages 106 and 107 of Doorey textbook and the second contract you will supply from your selected organization.	
20%	Assignment #2 - The purpose of this assignment is to allow you to analyze employment standards legislation and demonstrate your understanding by identifying the implications for an employer based on the legislation that is in place in two jurisdictions.	
20%	Assignment #3 - The purpose of this assignment is to allow you to review a precedent case and demonstrate your understanding by identifying the implications for an employer based on questions provided. By researching and analyzing the precedent case: "Wallace v. United Grain Growers Ltd".	
5%	Participation in class discussions	
35%	Final Assessment- The course will end with a final cumulative final assessment, where you will be given 1 week to complete. The assessment will consist of long answer questions based on the course materials, discussions and assignments	

All applicable assignments **must be typed, as well as formatted and referenced according to the latest APA Edition specifications**. See the policy on the [UWINNIPEG PACE Academic Writing Standards](#).

MINIMUM GRADE:

Students must receive a minimum grade of "C", or better, in all courses within the program requirements to graduate.

PARTICIPATION:

Participation is an important component of a meaningful learning process. Contributions to class activities, group work, and class discussion will enhance your academic success and contribute to a more positive and productive learning environment. Participation is a reflection of actively engaging in class room work and attentiveness to the contributions of others and the instructor. Participation is also a reflection of being present in the classroom in a timely fashion and not distracting others.

PARTICIPATION GRADE RUBRIC:

GRADE	CHARACTERISTICS / DESCRIPTION
0-2%	Displays most or many of the following: Does not participate in class discussion. Does not ask questions. Does not listen when others speak or interrupts discussion. Is distracted during class (i.e. uses social media, cell phone, computer, sidebar conversations etc.). Is almost never prepared. Misses all or nearly all classes, is late for all, or nearly all, start of the class, or is late returning from breaks.
3-5%	Displays most or many of the following: Is present, but responds minimally when asked directly. Is adequately prepared for class, but does not analyze or provide interpretation. Rarely asks questions, and does not always listen when others speak; is sometimes distracted during class (i.e. uses social media, cell phone, computer, sidebar conversations, etc.). Is often absent, or late, for the start of the class or returning to class after break
6-8%	Displays most or many of the following: Well prepared and offers analysis in discussions. Contributes and interacts in class discussions – listens and responds to other students, asks questions, offers and supports other opinions, even those with differing views. Consistent involvement. Attends nearly every class, is rarely late for the start of the class or returning from break. Is largely attentive to class discussions and instructor. Rarely inattentive due to the use of cell phone, computer, or sidebar conversations, etc.
9-10%	Displays all or nearly all of the following: Very well prepared – read materials and relates it to other materials (readings, course material, discussions, experiences, etc.). Evaluates and analyzes material, and offers new and insightful approaches. Significantly contributes to discussion – listens to classmates and provides further analysis to maintain discussion. Very active discussion. Attends every class, is never late for the start of class or returning from break. Is always, or nearly always, attentive to class discussions and the instructor, never uses cell phone, computer or engages in sidebar conversation.

RESEARCH POLICY:

Students who plan to conduct research interviews, focus groups, surveys, or any other method of collecting data from any person, even a family member, must obtain the approval of the appropriate ethics committee before commencing data collection. Exceptions are research activities as a learning exercise to satisfy course requirements with no intent to publish as research.

POLICY FOR LATE ASSIGNMENTS:

All assignments will be given a due date. Individuals who cannot meet the deadline and have a legitimate reason (i.e., illness supported by a medical certificate relative to the due date), must request an extension in writing from the instructor no later than the 24 hours before the deadline.

- Students who do not receive an extension from the instructor will receive a grade of zero on the assignment if the assignment is not submitted by the due date.
- It is the student's responsibility to retain an electronic copy of ALL assignments submitted for grading.

STUDENT HANDBOOK AND ACADEMIC REGULATION AND POLICY INFORMATION:

Refer to the [Student Handbook](#) for academic and general PACE policies. This information is also available on the UWinnipeg PACE website.

It is the students' responsibility to read the policies outlined in the PACE Student Handbook for all University of Winnipeg Academic regulation and policy information.

ACADEMIC MISCONDUCT:

Please refer to the Academic Misconduct Policy in the most recent version of the University of Winnipeg General Calendar, under Student Discipline, Section 8a, or see:

- [Academic Misconduct Policy](#)
- [Procedures: Academic Misconduct Policy](#)

UWINNIPEG RESPECTFUL LEARNING POLICY:

All students, faculty and staff have the right to participate, learn and work in an environment that is free of harassment and discrimination. The UW Respectful Working and Learning Environment Policy may be found online at www.uwinnipeg.ca/respect.

OTHER EXPECTATIONS/GENERAL INFORMATION/GENERAL POLICIES:

Students are responsible for any course-related announcements or information that may be posted to NEXUS.

Students are responsible for ensuring they meet the minimum technological requirements for full participation in all aspects of the course (<http://pace.uwinnipegcourses.ca/sites/default/files/pdfs/forms/Technical%20Requirements%20for%20Online%20Students.pdf>) **The failure of personal computers and/or internet connectivity is not a valid reason to miss assignment or quiz deadlines, excepting when such incidents are a direct result of outages of the university system used for this course (i.e. Nexus).** Students with less reliable internet access are encouraged to avoid writing quizzes at the last minute to minimize the possibility of missed deadlines.

Regular participation in online discussion is a key component of this course. Students are responsible for checking the NEXUS and the discussion boards twice a week at a minimum. You are expected to respond to group members in a timely manner (within 36 hours). During weeks in which group assignments are due more frequent contact may be required.

ACADEMIC ACCOMMODATIONS:

Students with documented disabilities, temporary or chronic medical conditions, requiring academic accommodations for tests/exams (e.g., private space) or during lectures/laboratories (e.g., note-takers) are encouraged to contact Accessibility Services (AS) at 786-9771 or accessibilityservices@uwinnipeg.ca to discuss appropriate options. All information about a student's disability or medical condition remains confidential. <http://www.uwinnipeg.ca/accessibility>.

UWPACE GRADING SYSTEM:

Letter-Graded

A+	96-100
A	91-95
A-	83-90
B+	75-82
B	70-74
C+	66-69
C	57-65
D	50-56
F	under 50%
I	Incomplete

Pass/Fail

P	Pass
F	Failure

Non-Graded (Audit)

CP	Certificate of Participation (based on >75% attendance)
NC	No Certificate of Participation (based on <75% attendance)
I	Incomplete

DISCLAIMER:

Please retain a copy of this course outline for reference purposes and/or future academic endeavor.

Note: PACE archives course outlines in PDF format for a period of five years and charges an administrative fee for archived course outline requests.