

FACULTY OF LAW, UNIVERSITY OF VICTORIA
2023-24 COURSE REGISTRATION - PRELIMINARY COURSE INFORMATION (PCIS)¹

COURSE	LAW 326A Individual Employment Relationships
UNIT VALUE	1.5 Units (3 hours of instruction per week)
INSTRUCTORS	Marcia McNeil and Jessica Thomson
TERM OFFERED	Fall 2023
CLASS TIMES	See Schedule
PREREQUISITES/COREQUISITE	LAW 105/105I Contracts is a required prerequisite for LAW 326A

COURSE DESCRIPTION

This course is concerned with law and principles relating to individual employment relationship.

The aim of the course is to offer a comprehensive overview of the formation, content, enforcement, and rights relating to the employment relationship. The course will consider statutory and common law principles pertaining to employer-employee relationship, minimum employment standards and human rights legislation. Even though the focus will be on provincially regulated employment in British Columbia, consideration of federal and contracts with other provincial jurisdictions will be made. Other legislative schemes that touch on the employment relationship, such as privacy and occupational health and safety will be discussed.

COURSE OBJECTIVE

Through the assigned materials and class discussion the course hopes to achieve the following:

- To understand the basic principles underlying employment relationships, including the distinction between employment and independent contracts, the respective rights and obligations of employers and employees, and considerations arising with the termination of the relationship;
- To apply these principles to concrete contexts;
- To understand the intersection of common law principles and statutory regulation;
- In-depth review of employment standards and human rights principles;
- The role of employer policies in employment relationships.

TEACHING METHODOLOGY

While the course is planned around lectures, it is expected that the teaching process will involve dialogue amongst the instructor(s) and the students. Students will also be asked to present specific cases/issues to the class in groups and to discuss course material. Therefore, it is expected that students will read and reflect on the assigned readings and come prepared for class discussion and participation.

EXPECTED EVALUATION METHODOLOGY

All grades will be assigned based on in-class assignments and presentations.

There will be no final exam.

June 2023

¹ The information in this document is provided for course registration purposes only and is **subject to change**. More detailed course information about course content and evaluation will be provided upon the commencement of the course. Students seeking additional information about the course prior to its commencement may contact the instructor or, if no instructor is listed, Law Student Services (law.studentservices@uvic.ca). {00420635;1}