

**FACULTY OF LAW, UNIVERSITY OF VICTORIA**  
**2023-24 COURSE REGISTRATION - PRELIMINARY COURSE INFORMATION (PCIS)<sup>1</sup>**

<b>COURSE</b>	LAW 326B Labour Law
<b>UNIT VALUE</b>	1.5 Units (3 hours of instruction per week)
<b>INSTRUCTORS</b>	Colin Gusikoski
<b>TERM OFFERED</b>	Spring 2024
<b>CLASS TIMES</b>	See Schedule
<b>PREREQUISITES/COREQUISITE</b>	LAW 105/105I Contracts is a <b>required</b> prerequisite for LAW 326B

### **COURSE DESCRIPTION**

Irrespective of political affiliation, post WWII governments in Canada have maintained legislative enactments that encourage the formation of and protect the existence of unions. This course will focus on the legal rights and obligations commensurate with such important legislative objectives and explore the underlying policy considerations that inform the law's application in this area. The primary focus in this course centers on the BC Labour Code and the case law of the BC Labour Relations Board. The course will also situate the regulation of the unionized workplace in the broader context of the legal norms governing the workplace. This will include the basic rules governing the common law contract of employment and various other statutory regimes applicable to the employment relationship. In addition to the substantive legal content, this course will also consider the effect of socio-historical and economic forces on the regulation of work.

### **COURSE OBJECTIVE**

Throughout the course students will become more familiar with the dynamics of unionized environment, practical problems associated with regulating unionized workplaces and the interests which are affected. Through these insights, students will glean an understanding of how the Labour Board attempted to fashion a solution to limit conflict and address the myriad of interests and pragmatic considerations.

### **TEACHING METHODOLOGY**

The course is taught utilizing the traditional lecture style supplemented with robust class discussion. Furthermore, the 3 hours of class is broken up with some in-class activities meant to assist with the comprehension and familiarity of the material and ideas.

### **EXPECTED EVALUATION METHODOLOGY**

The class evaluation will be based on a 40% mid-term, take-home assignment (essay-type question or fact pattern-based problem solving) and a 60% 8 hour take home, end-term exam (again, with essay-type question or fact pattern-based problem solving).

---

<sup>1</sup> 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.student.services@uvic.ca](mailto:law.student.services@uvic.ca)).