COURSE DESCRIPTION

This course introduces the legal principles that govern the employer-union-employee relationships as determined by labour codes, human rights law, and other workplace-related legislation. Topics may include:

1) contextually situating labour law historically and constitutionally in Canada;
2) participation in the collective bargaining process;
3) how collective bargaining rights are obtained, maintained and terminated;
4) the rights and obligations of employers, unions, and individual employees/union members;
5) the process, rights and obligations governing the negotiation and administration of collective agreements; and,
6) the rules governing strikes, lock-outs and other work stoppages.

OBJECTIVES

After actively participating in your learning, you will be able to;

a) understand the relationships between contract law principles and the statutory regulation of the collective bargaining process;
b) trace the development of the doctrinal rules governing labour law with an emphasis on British Columbia; and,
c) identify, describe and critically assess the values, purposes and effectiveness of the major statutes (especially, the British Columbia Labour Relations Code, the Employment Standards Act, and the Human Rights Act) that govern the principles and process of collective bargaining.

METHODOLOGY

The course is primarily-lecture based. Students are encouraged to actively engage with the material through classroom discussions and exercises.

ESTIMATED EVALUATION METHODOLOGY

There will be two choices for evaluation:

1) 100% major paper (substantial research paper between 10,000 and 12,000 words)
2) 100% final examination.

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