COURSE DESCRIPTION AND OBJECTIVES

This course is concerned with law and principles relating to the individual employment relationship. The aim of the course is to offer a comprehensive overview of substantive standards and implementation mechanism pertaining to employment relationship. The course will engage with common law principles pertaining to employer-employee relationship, the floor of rights provided under labour standards legislation, and rights secured under the human rights code. Even though the focus of the course will be British Columbia, contrasting features of other jurisdictions will also be discussed.

Through the assigned materials and class discussion the course hopes to achieve the following:
1. To understand the basic principles underlying individual employment relationship, including identification of parties to employment relationship, their respective rights and obligations, and termination of the relationship;
2. To apply these principles to concrete contexts;
3. To critically assess the historical significance, including underlying assumptions and contemporary relevance of the principles pertaining to employment relationship;
4. To understand the links between the common law of employment relationship and the statutory regulation of employment relationship;
5. To understand the nature and extent of legal entitlements of the employees under the Employment Standards Act and the Human Rights Code;
6. To identify principal issues in implementation and institutional design relating to employment relationship.

METHODOLOGY

While the course is planned around lectures, it is expected that the teaching process will involve class discussions. Students may also be asked to present specific cases/issues to the class in groups. Therefore, it is expected that students will read and reflect on the assigned readings and come prepared for class discussion.

EXPECTED EVALUATION METHODOLOGY (Subject to Change)

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.

June 2019

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, the Associate Dean (lawassoc@uvic.ca).