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**Course Outline**

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<b>COURSE:</b>	<b>LAWS 3401A - Employment Law</b>
<b>PREREQUISITES:</b>	<b>1.0 credit from LAWS 2201, LAWS 2202, LAWS 2501, LAWS 2502, BUSI 2601.</b>
<b>TERM:</b>	<b>Fall 2014</b>
<b>CLASS:</b>	<b>Day &amp; Time: Friday 11:30am - 2:30pm</b> <b>Room: Please check with Carleton Central for current room location</b>
<b>INSTRUCTOR:</b>	<b>Ruben Benmergui BA, MIR, LL.M, CHRP</b>
<b>CONTACT:</b>	<b>Office: B442 Loeb</b> <b>Office Hrs: On Request</b>  <b>Email: <a href="mailto:benmergui.ruben@gmail.com">benmergui.ruben@gmail.com</a></b>

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**Academic Accommodations**

You may need special arrangements to meet your academic obligations during the term. For an accommodation request the processes are as follows:

**Pregnancy obligation:** write to me with any requests for academic accommodation during the first two weeks of class, or as soon as possible after the need for accommodation is known to exist. For more details visit the Equity Services website: <http://www2.carleton.ca/equity/>

**Religious obligation:** write to me with any requests for academic accommodation during the first two weeks of class, or as soon as possible after the need for accommodation is known to exist. For more details visit the Equity Services website: <http://www2.carleton.ca/equity/>

**Academic Accommodations for Students with Disabilities:** The **Paul Menton Centre** for Students with Disabilities (PMC) provides services to students with Learning Disabilities (LD), psychiatric/mental health disabilities, Attention Deficit Hyperactivity Disorder (ADHD), Autism Spectrum Disorders (ASD), chronic medical conditions, and impairments in mobility, hearing, and vision. If you have a disability requiring academic accommodations in this course, please contact PMC at 613-520-6608 or [pmc@carleton.ca](mailto:pmc@carleton.ca) for a formal evaluation. If you are already registered with the PMC, contact your PMC coordinator to send me your **Letter of Accommodation** at the beginning of the term, and no later than two weeks before the first in-class scheduled test or exam requiring accommodation (*if applicable*). After requesting accommodation from PMC, meet with me to ensure accommodation arrangements are made. Please consult the PMC website for the deadline to request accommodations for the formally-scheduled exam (*if applicable*) at <http://www2.carleton.ca/pmc/new-and-current-students/dates-and-deadlines/>

You can visit the Equity Services website to view the policies and to obtain more detailed information on academic accommodation at <http://www2.carleton.ca/equity/>

## Plagiarism

Plagiarism is presenting, whether intentional or not, the ideas, expression of ideas or work of others as one's own. Plagiarism includes reproducing or paraphrasing portions of someone else's published or unpublished material, regardless of the source, and presenting these as one's own without proper citation or reference to the original source. Examples of sources from which the ideas, expressions of ideas or works of others may be drawn from include but are not limited to: books, articles, papers, literary compositions and phrases, performance compositions, chemical compounds, art works, laboratory reports, research results, calculations and the results of calculations, diagrams, constructions, computer reports, computer code/software, and material on the Internet. Plagiarism is a serious offence.

More information on the University's **Academic Integrity Policy** can be found at:  
<http://www.carleton.ca/studentaffairs/academic-integrity/>

## Department Policy

The Department of Law and Legal Studies operates in association with certain policies and procedures. Please review these documents to ensure that your practices meet our Department's expectations.

<http://www.carleton.ca/law/student-resources/department-policies/>

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## COURSE OBJECTIVE AND CONTENT

The primary purpose of this course is to explore the legal regulation of the employment relationship in Canada at common law and through statutes. Topics will include defining employment; who is an employee; rights and duties of employees and employers; statutory regulation through employment standards legislation, human rights codes, workers compensation acts, occupational health and safety and related statutes; termination of employment; recourse and Courts and Tribunals . This course does not focus on collective bargaining regimes which is the focus of the Labour Law course, it will however examine non-union and unionized environments from a comparative perspective..

## REQUIRED TEXTS

The required text is available at the University Bookstore.

Geoffrey England, *Individual Employment Law* 2<sup>nd</sup> ed (Toronto: Irwin Law Inc, 2008).

**Note:** Other required readings will be placed on RSV in the library and can be accessed through cuLearn (View Course in Ares).

## ADDITIONAL MATERIALS

Students may find it helpful to locate statutes and cases discussed in this course. Some key websites are:

- Department of Justice- Canada (Consolidated Statutes) <http://laws.justice.gc.ca/en/index.html>
- Ontario Laws – E-Laws: <http://www.e-laws.gov.on.ca/index.html>
- Access eCarswell or Quicklaw on the Carleton University Library website.

**COURSE EVALUATION**

Mid-Term Exam (TBA):	30%
Final Exam (During scheduled exam period):	50%
Attendance and Class Participation:	20%

**All exams must be completed in order to pass the course.**

Standing in a course is determined by the course instructor subject to the approval of the Department and of the Faculty Dean. This means that grades submitted by the instructor may be subject to revision. No grades are final until they have been approved by the Department and the Dean.

**Examinations:**

The examinations are **closed book**. The Mid-Term Exam will be held in class on the date indicated in the course outline. The Final Exam will be held during the scheduled exam period. The examinations will be comprised of multiple choice questions, short answer, long answer and hypothetical questions. The exams will be based on all materials covered during class lectures and the required readings.

**Attendance & Participation:**

This course is structured as a lecture. Attendance in the course is critical. Students are expected to read the assigned materials prior to class and to participate in class discussions.

The professor will not repeat/review any lectures that students do not attend. Students are strongly encouraged to attend class regularly, read the text and all materials, and to take detailed notes.

**Instructional Offences: Examination Regulations**

The University is committed to ensuring fairness and consistency in the completion of examinations. As part of this commitment, students are required to follow proper examinations procedures. An instructional Offence may occur by breaking one of the formal examination rules that are also included on the back of the examination booklet. The Senate of the University has enacted the following regulations for instructional offences:

Any student commits an instructional offence who:

1. cheats on an examination, test, or graded assignment by obtaining or producing an answer by deceit, fraud or trickery, or by some act contrary to the rules of the examination; submits substantially the same piece of work to two or more courses without the prior written permission of the instructors from all courses involved. Minor modifications and amendments, such as changes of phraseology in an essay or paper, do not constitute a significant and acceptable reworking of an assignment; contravenes the regulations published at an examination or which are displayed on the reverse side of a properly authorized examination booklet; commits an act of plagiarism (which for the purpose of this regulation shall mean to use and pass off as one's own idea or product work of another without expressly giving credit to another);

Any student found in violation of these regulations may be:

- a. expelled; suspended from all studies at the University; suspended from full-time studies; and/or: awarded a reprimand; refused permission to continue or to register in a specific degree program but subject to having met all academic requirements shall be permitted to register and continue in some other program; placed on Academic Warning;
- b. awarded an F or Abs in a course or examination.