



COURSE DESCRIPTION - FACULTY OF LAW

COURSE NUMBER: LAW 503:B1 **COURSE NAME:** EMPLOYMENT LAW

PREREQUISITE COURSES: NONE
PREREQUISITE FOR: NONE

CREDITS: 3 **HOURS PER TERM:** 3 **TERM:** 2ND **MAXIMUM ENROLLMENT:** 35

PROFESSORS: ERIC ADAMS

METHOD OF PRESENTATION: LECTURE X SEMINAR OTHER

METHOD OF EVALUATION:

The **primary** method of evaluation in this course is an exam worth 100% of the Grade.

Examination will be: OPEN BOOK

COURSE DESCRIPTION:

Demotions, down-sizing, right-sizing, severance packages, early retirements, and discrimination - individual employers and employees are turning to lawyers for advice on these issues with increasing frequency. In a non-union context, these are called Employment Law issues. In contrast, Labour Law issues arise from union activity and the collective bargaining process.

This course complements the Labour Law course by providing you with the theoretical and practical tools necessary to advise clients on Employment Law issues. We will examine such fundamental legal concepts as employee, employer, independent contractors, employment contract, just cause, wrongful dismissal, constructive dismissal, and entitlement to damages. We will review the relevant statutes which impact on the employment relationship including the *Employment Standards Code*, the *Human Rights*, and the *Citizenship and Multiculturalism Act*. We will explore developing issues such as the protection of confidential information, duty of good faith, discrimination and post employment obligations such as restrictive covenants.

***SPECIAL COMMENTS:**

EVENING CLASS:

SPECIAL ATTENDANCE:

OTHER:

REQUIRED TEXTS (IF ANY): NONE