

FACULTY OF LAW, UNIVERSITY OF VICTORIA
2024-25 COURSE REGISTRATION - PRELIMINARY COURSE INFORMATION (PCIS)¹

COURSE	LAW 326A Individual Employment Relationships
UNIT VALUE	1.5 Units (3 hours of instruction per week)
INSTRUCTORS	Valerie Le Blanc
TERM OFFERED	Fall 2024
CLASS TIMES	See Schedule
PREREQUISITES/COREQUISITE	LAW 105/105I Contracts is a required prerequisite for LAW 326A

COURSE DESCRIPTION

This course explores the fundamental laws and principles relating to individual employment relationships. Drawing from two main sources of non-unionized employment law—statutory and common law regimes—this course considers the issues and interests of employees and employers from formation of the employment contract through to termination of the employment relationship. The focus will be on provincially regulated employment in British Columbia, with some review of federal and other provincial jurisdictions. This course does not review collective bargaining regimes or unionized employment issues.

COURSE OBJECTIVE

This course aims to build foundational knowledge of the key concepts and regulatory regimes that govern employer-employee relationships in BC. Topics will include defining employment, formation of the employment contract (implied and express terms/obligations), minimum employment standards, and human rights legislation. Other legislative schemes that touch on the employment relationship, such as privacy, occupational health and safety, and workers compensation will also be considered.

Through the assigned materials and lectures, the course aims to equip students to:

- Understand the basic principles underlying employment relationships and distinguish the roles within them.
- Identify the rights and obligations of employers and employees, and the issues that arise upon termination of the relationship.
- Review and apply the core principles, statutory provisions and concepts learned throughout the course to employment law problems.
- Understand the intersection and distinctions of the common law and statutory regimes.
- Gain a solid foundation in employment standards and human rights principles.
- Discuss and evaluate the role of the employment contract and employer policies in employment relationships.

TEACHING METHODOLOGY

The course will use a combination of lectures (including guest lectures), assigned readings, and contextual application of key concepts and principles. Students will be expected to read and reflect on the assigned readings.

EXPECTED EVALUATION METHODOLOGY

Midterm	30%
Final Exam	60%
Participation	10%

June 2024

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, Law Student Services (law.studentservices@uvic.ca).