

COURSE	Law 326B Labour Law
UNIT VALUE	1.5 Units (3 hours per week)
INSTRUCTOR	D. Heather Raven
TERM OFFERED	Spring 2011
CLASS TIMES	See Schedule
PREREQUISITES/CO-REQUISITES	None

OBJECTIVES

Students will:

1. Understand how collective bargaining in British Columbia is shaped by history, politics, economics and statutory law,
2. Understand the relationships between common law contract law principles and statutory regulation of collective bargaining, and,
3. Identify, describe and assess the purposes, effectiveness and underlying values of the major statutes that govern the principles and process of collective bargaining in British Columbia.

COURSE DESCRIPTION

This course introduces the legal principles that govern labour law in British Columbia. The course begins contextually with a brief history of labour law legislation in Canada, constitutional jurisdiction and “the numbers”.

The majority of the course deals with the British Columbia Labour Relations Code. We will examine the following areas: who may/may not participate in the collective bargaining process; protecting the right to organize, how collective bargaining rights are obtained, maintained and terminated; the rights and obligations governing the negotiation and administration of collective agreements; strikes and lock-outs; the relationship between the individual member and their union; and, how the Canadian Charter of Rights and Freedoms applies to unions, their members and the collective bargaining process.

We also examine two other British Columbia statutes that affect the collective bargaining relationship; the Employment Standards Act and the Human Rights Act.

METHODOLOGY

Discussion and lectures.

ESTIMATED EVALUATION METHODOLOGY

Write an open book examination worth **100%** of the final grade; or, a research paper option (50% of the final grade) is available if you have sufficient academic and/or practical experience in collective bargaining. You must obtain permission to write a research paper. The research paper will be 3,500-4,000 words in length. If you write a research paper, you will not be permitted to “opt back” to a 100% final examination after the middle of February (date to be confirmed) unless you have compelling reasons. You will write the same examination as everyone else in the class. However, your final grade will be calculated based on 50% of your examination grade and 50% of your paper grade.

March 25, 2010

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 Manager of Academic Administration and Student Services (lawmaass@uvic.ca).