

FACULTY OF LAW, UNIVERSITY OF VICTORIA
2011-12 COURSE REGISTRATION – PRELIMINARY COURSE INFORMATION¹

COURSE	Law 326B Labour Law
UNIT VALUE	1.5 Units (3 hours of instruction per week)
INSTRUCTOR	D. Heather Raven
TERM OFFERED	Fall 2011
CLASS TIMES	Tuesday and Thursday 11:00am-12:30pm (subject to change)
PREREQUISITES/CO-REQUISITES	None

OBJECTIVES

After actively participating in your learning, you will be able to;

- a) understand the relationships between contract law principles and the statutory regulation of the collective bargaining process
- b) trace the development of doctrinal rules in B.C. labour law
- c) identify, describe and critically assess the values, underlying policies and purposes and effectiveness of the major statutes that govern the principles and process of collective bargaining, and,
- d) interpret statutes.

COURSE DESCRIPTION

This course introduces the legal principles that govern the employer-union-employee relationships. Although all Canadian provinces and territories and the federal government have labour codes, labour standards legislation and human rights codes, the focus of this course will be British Columbia. The goal of this course, using British Columbia as the focus, will be to provide a comprehensive overview of the substantive law of collective bargaining. We will cover the following topics;

- 1) contextually situating labour law using a brief history of labour law legislation in Canada, constitutional jurisdiction and an overview of the British Columbia Labour Relations Code
- 2) identify who may or may not participate in the collective bargaining process
- 3) identify the rights and obligations of employers, unions and employees in 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 Charter affects collective bargaining, and,
- 4) 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

There will probably be three choices for evaluation;

- 1) 100% final examination, or,
- 2) 40% small paper and 60% final examination, or,
- 3) 70% major paper and 30% final examination.

June 14, 2011

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).