

Winter 2025-26 Course Syllabus

MOS 4375B – Sections 200, 201 Employment Law (Blended)

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1. Course Information:

1.1 Class Location and Time:

Please refer to the Course Schedule posted on OWL for assigned readings, online lecture information, and in-person lecture information. This course is taught in a blended format.

1.2 Course Description:

The course provides a general overview of the law of employment in Canada. In addition to considering the substantive rules of the law of employment, students will be encouraged to think about the law theoretically and critically.

Prerequisite(s): MOS 2275A/B and enrolment in 3rd or 4th year of BMOS.

Senate Regulations state: “unless you have either the requisites for this course or written special permission from your Dean to enroll in it, you will be removed from this course and it will be deleted from your record. This decision may not be appealed. You will receive no adjustment to your fees in the event that you are dropped from a course for failing to have the necessary prerequisites.

1.3 Accessibility:

DAN Department of Management & Organizational Studies strives at all times to provide accessibility to all faculty, staff, students and visitors in a way that respects the dignity and independence of people with disabilities. Contact Academic Support & Engagement at <http://academicsupport.uwo.ca/> for information about Western’s Accessible Education.

More information about “Accessibility at Western” is available at: <http://accessibility.uwo.ca>

1.4 Land Acknowledgement:

We acknowledge that Western University is located on the traditional lands of the Anishinaabek, Haudenosaunee, Lūnaapéewak and Attawandaron peoples, on lands connected with the London Township and Sombra Treaties of 1796 and the Dish with One Spoon Covenant Wampum.

With this, we respect the longstanding relationships that Indigenous Nations have to this land, as they are the original caretakers. We acknowledge historical and ongoing injustices that Indigenous Peoples (e.g. First Nations, Métis and Inuit) endure in Canada, and we accept responsibility as a public institution to contribute toward revealing and correcting miseducation as well as renewing

respectful relationships with Indigenous communities through our teaching, research and community service.

2. Course Materials

Employment Law for Business and Human Resources Professionals, 5th Edition, Kathryn J. Filsinger, (Emond Montgomery Publications) (Toronto). This text is available at the UWO Bookstore in print and e-book formats and at Emond online store. The textbook costs \$102.00. Students need to purchase this edition of the textbook. Second-hand or older editions will not be sufficient.

A significant amount of course material will be posted on OWL.

Students are responsible for checking the course OWL site regularly for content, news and updates. The course OWL site will be the primary method by which information is disseminated to students in the class.

If you need assistance with the course OWL site, please seek support on the [OWL Brightspace Help](#) page or they can contact the Western Technology Services Helpdesk at 519-661-3800 or ext. 83800.

3. Course Objectives and Format

The DAN Department of Management and Organizational Studies as a whole draws upon an evidence-based management approach. Evidence-based management is the systematic process of gathering evidence from multiple sources, critically appraising the evidence, and using that evidence in making and evaluating management decisions to improve organizational performance.

3.1 Course objectives

To provide students with an introduction to Canadian employment law and various legal issues, principles and relationships, that relate to the law of employment in Canada.

3.2 Course format

This course will be taught in a blended format. Most of the lecture material will be posted on OWL in video form, in an asynchronous format. The in-person class time will be used for discussion. Please see the Course Schedule posted on OWL for more information.

4. Learning Outcomes

- Describe the substantive rules of law as they apply to the employment relationship.
- Identify the elements of a typical employment contract.
- Apply the basic legal principles of the common law to employment law situations.
- Apply the basic rules of the relevant statutes to employment law situations.
- Analyze and solve basic employment law problems.
- Describe the substantive rules of law as they apply to the employment relationship.

5. Evaluation

The course grade, out of 100, will be calculated on the basis of three exams, as follows:

<u>Component</u>	<u>Date, Time and Exam Coverage</u>
Midterm Exam #1	See Course Schedule on OWL
Midterm Exam #2	See Course Schedule on OWL
Final Exam	Final Exam Period (TBD)

Students must write at least one Midterm Exam to be eligible to write the Final Exam.

If a student writes both Midterm Exams, the highest grade of the two Midterm Exam grades will count for 50% of the course grade and the Final Exam will count for 50% of the course grade.

If a student writes only one Midterm Exam, the grade for the Midterm Exam will count for 40% of the course grade and the Final Exam will count for 60% of the course grade.

All exams will be written in-person, on campus.

Each Midterm Exam will consist of 50 multiple choice questions and will last for two hours.

The Final Exam will consist of 75 multiple choice questions and will last for two and one-half hours.

Exam locations and sample questions will be posted on OWL prior to each exam.

Students are responsible for all assigned material, whether or not discussed in lectures or lecture videos.

Pursuant to University policy, students may make one request for Academic Consideration without supporting documentation ("RWOSD") in this course.

A RWOSD may be used for one Midterm Exam (but not both). A RWOSD may not be used for the Final Exam.

If a RWOSD is used for a Midterm Exam, or the student does not show up to write a Midterm Exam, then the Midterm Exam that is written will count for 40% of the course grade and the Final Exam will count for 60% of the course grade.

If a student writes both Midterm Exams, only the highest of the two Midterm Exam grades will be used. In this case, the higher one of the two Midterm Exam grades will count for 50% of the course grade and the Final Exam will count for 50% of the course grade.

If a student is unable to write a Midterm Exam and is granted Academic Consideration with supporting documentation (which will be determined by Academic Counselling), then the student will, unless the Academic Consideration states otherwise, be required to write a make-up exam for the missed Midterm Exam at 9:00 a.m. on the Friday of the week following the missed exam.

If a student misses the Final Exam and is granted Academic Consideration with supporting documentation (which will be determined by Academic Counselling), the student will, unless the Academic Consideration states otherwise, be required to write a make-up exam for the Final Exam at a date and time to be determined.

Electronic devices of any kind (including cell phones, smart watches and calculators) are NOT permitted at exams.

Students should familiarize themselves with the *University Policy on Academic Consideration – Undergraduate Students in First Entry Programs* posted on the Academic Calendar:

https://www.uwo.ca/univsec/pdf/academic_policies/appeals/academic_consideration_Sep24.pdf

This policy does not apply to requests for Academic Consideration submitted for attempted or completed work, whether online or in person.

The policy also does not apply to students experiencing longer-term impacts on their academic responsibilities. These students should consult Accessible Education.

For procedures on how to submit Academic Consideration requests, please see the information posted on the Office of the Registrar's webpage:

https://registrar.uwo.ca/academics/academic_considerations/

All requests for Academic Consideration must be made within 48 hours after the assessment date or submission deadline.

All Academic Consideration requests must include supporting documentation; however, recognizing that formal documentation may not be available in some extenuating circumstances, the policy allows students to make one Academic Consideration request without supporting documentation in this course. However, the following assessments are excluded from this, and therefore always require formal supporting documentation:

- Examinations scheduled during official examination periods (i.e. the Final Exam)

When a student mistakenly submits their one allowed Academic Consideration request without supporting documentation for the assessments listed above or those in the Coursework with Assessment Flexibility section below, the request cannot be recalled and reapplied. This privilege is forfeited.

If a student is unable to meet the scheduled make-up, then the student is responsible for obtaining new accommodations from Academic Counselling and seeking a new make-up date with the instructor within a reasonable time frame.

Essential Learning Requirements

Even when Academic Considerations are granted for missed coursework, the Final Exam is deemed essential to earn a passing grade in the course.

Grades will not be adjusted on the basis of need. It is important to monitor your performance in the course. Remember: You are responsible for your grades in this course.

The DAN Department has a grade policy which states that for courses in the 3xx range, the class average must fall between 70% and 77% for all sections of a course taught by the same instructor. In exceptional circumstances, class averages outside this range may be approved by the Undergraduate Chair or Chair. Class averages are not grounds for appeal.

6. Lecture and Examination Schedule

Please see the Course Schedule posted on OWL.

7. Student Responsibilities

Students should familiarize themselves with Western University Senate Regulations, please see: http://www.uwo.ca/univsec/academic_policies/index.html.

Material covered in lectures will not always be the same as material covered in the textbook. These two sources should be viewed as complimentary and not redundant. As such, students who want to do well in this course are **strongly encouraged** to attend lectures on a regular basis. Please note that the instructor will not be providing copies of lectures notes or overheads. Therefore, if you miss a lecture, you should try to obtain this material from another student.

7.1 Respect

Please act respectfully towards the classroom, the instructor and your fellow students. Acting respectfully means arriving on time, turning off phones, avoiding private discussions during lectures, refraining from viewing non-course material on your laptops, and cleaning up after yourself. Acting respectfully provides a better learning experience for everyone.

Private in-class discussions are distracting to students and the instructor. If other students are distracting your attention from the material, you should ask them to be quiet. If you feel uncomfortable doing this (or the problem persists), please see your instructor.

Late arrivals are also distracting. Please try to arrive on time for classes.

7.2 No Recording of Classes

Students are not permitted to record any portion of a class, audio or video, without the prior written permission of the instructor.

7.3 Copyright Notice

Lectures and course materials, including power point presentations, outlines, and similar materials, are protected by copyright. You may take notes and make copies of course materials for your own educational use. You may not record lectures, reproduce (or allow others to reproduce), post or distribute lecture notes, wiki material, and other course materials publicly and/or for commercial purposes without the written consent of your instructor.

8. Exam Policies

Exam locations will be announced on OWL.

- Have your student identification ready at all exams.
- Nothing is to be on or at your desk during an exam except a pencil, an eraser, and your student card.
- Do not wear baseball hats to exams.
- Do not bring notes to exams.
- Do not bring music players, cell phones, beepers, or other electronic devices to exams.
- To ensure fairness to all students, questions will not be answered during exams.

9. E-mail Policies

The following policies apply to all emails between students and the Professor. Please respect the fact that the Professor receives hundreds of emails from students and must deal with those emails in a fair and organized manner.

9.1 UWO.CA Email Addresses Only

For privacy reasons, students must use their Western email accounts to contact the Professor. The Professor will not respond to emails from non-uwo.ca addresses (e.g. hotmail.com, gmail.com).

9.2 Subject Line Must Include Course and Section Number

The subject line of emails must contain the name or number of the course, and the section number in which the student is enrolled. The Professor teaches different courses and sections and cannot properly respond to questions if he does not know which course or section you are enrolled in.

9.3 Acceptable Emails

- questions about the course content or materials
- asking to set up an appointment to ask questions or review an exam
- notification of illness or other special circumstances
- providing constructive comments or feedback about the course

9.4 Unacceptable Emails

- questions that may be answered on OWL or on this course outline
- asking when grades will be posted
- asking what grade a student received
- asking where or when an exam is scheduled or the material covered on an exam
- requests for grade increases, extra assignments, or reweighting of course components

10. Attendance

It is expected that students will follow the Course Schedule as posted on OWL and attend all in-person lectures.

10.1 Short Absences.

If you miss a class due to minor illness or other problems, check your course outlines for information regarding attendance requirements and make sure you are not missing a test or exam. Cover any readings and arrange to borrow the missed lectures notes from a classmate.

10.2 Extended Absences.

If you are absent more than approximately two weeks or if you get too far behind to catch up, you should consider reducing your workload by dropping one or more courses. The Academic Counsellors can help you to consider the alternatives. At your request, they can also keep your instructors informed about your difficulties.

11. Grade Fairness

Fairness requires that all students be treated equally and be evaluated using the criteria set out in this course outline. The evaluation criteria are based on actual achievement and not on how hard a student has tried.

Claims by students of an excellent academic history, good attendance record, need to obtain or maintain a scholarship, desire to be admitted to Ivey or graduate school, or other personal issues, cannot be used to justify a higher grade in the course or a reweighting of course components. There is no extra work or assignments available for extra credit or to “make up” for a course component that was missed or performed poorly.

Remember: You are responsible for the grades you earn in this course.

12. Posting of Grades

Midterm Exam grades will normally be posted on OWL within two weeks of the exam. Final Exam grades and final course grades are not posted on OWL and are available once they have been posted by the Registrar under “Academic Summary” on your Student Centre website.

13. University Policy Regarding Illness, Absence and Accommodation

13.1 Illness

Students will need to provide a Student Medical Certificate if the absence is medical or provide appropriate documentation if there are compassionate grounds for the absence in question.

Students are encouraged to contact their Faculty Academic Counselling office to obtain more information about the relevant documentation.

For privacy reasons, students should also note that individual instructors should not receive documentation directly from a student, whether in support of an application for consideration on medical grounds, or for other reasons. All documentation required for absences must be submitted to the Academic Counselling office of a student's Home Faculty.

For details on the Policy on Accommodation for Medical Illness, go to:

https://www.uwo.ca/univsec/pdf/academic_policies/appeals/academic_consideration.pdf

Students can download the Student Medical Certificate (SMC) here:

https://www.uwo.ca/univsec/pdf/academic_policies/appeals/medicalform.pdf

13.2 Accessible Education

Students with disabilities work with Accessible Education (formerly SSD) which provides recommendations for accommodation based on medical documentation or psychological and cognitive testing. The accommodation policy can be found here:

https://www.uwo.ca/univsec/pdf/academic_policies/appeals/Academic_Accommodation_disabilities.pdf

Students needing access to Accessible Education should register here:

http://academicsupport.uwo.ca/accessible_education/index.html

13.3 Religious Accommodation

Students should consult the University's list of recognized religious holidays, and should give reasonable notice in writing, prior to the holiday, to the Instructor and an Academic Counsellor if their course requirements will be affected by a religious observance. Additional information is given in the Western Multicultural Calendar.

13.4 Make Up Examinations

When a student is required to write a make-up exam because a regularly scheduled exam has been missed for reasons for which adequate documentation has been provided to the Academic Counseling office, the date, time and location of the make-up examination will be set by the instructor, who will communicate the date, time and location to the student.

If a student is unable to write the scheduled make-up, then the student is responsible for obtaining new accommodations from Academic Counselling, and seeking a new make-up exam date with the instructor within a reasonable time.

14. University Policy on Cheating and Academic Misconduct

Scholastic offences are taken seriously and students are directed to read the appropriate policy, specifically, the definition of what constitutes a Scholastic Offence, at the following Web site:
http://www.uwo.ca/univsec/pdf/academic_policies/appeals/scholastic_discipline_undergrad.pdf.

Students are responsible for understanding the nature of and avoiding the occurrence of plagiarism and other academic offenses. Students are urged to read the section on Scholastic Offenses in the Academic Calendar.

Note that such offenses include plagiarism, cheating on an examination, submitting false or fraudulent assignments or credentials, impersonating a candidate, or submitting for credit in any course without the knowledge and approval of the instructor to whom it is submitted, any academic work for which credit has previously been obtained or is being sought in another course in the University or elsewhere. If you are in doubt about whether what you are doing is inappropriate, consult your instructor. A claim that "you didn't know it was wrong" will not be accepted as an excuse.

A copy of guidelines about how to avoid cheating can be obtained from the Office of the Ombudsperson, Room 3135 WSSB, (519) 661-3573, ombuds@uwo.ca.

Cheating on exams will not be tolerated; students are referred to the university policy on scholastic offenses. Looking at the test of another student, allowing another student to view your exam, or obtaining information about a test in advance are all examples of cheating.

Students found cheating will receive a zero (0%) on that exam. A number of safeguards will be employed to discourage cheating. For example, examination supervisors (proctors) of the tests may ask students to move to another seat during the exam, cover their paper, avert their eyes from other students' papers, remove baseball caps, etc. This is not meant as a personal affront nor as an accusation of cheating, rather as vigilant attempts at proctoring.

The use of AI and translation tools in this course is not permitted unless prior written permission is granted by the instructor for specific circumstances. Any work submitted must be the work of the student in its entirety unless otherwise disclosed. When used with permission of the instructor, any such AI or translation tool should be used ethically and responsibly, and students must cite or credit the tools used in line with the expectation to use AI as a tool to learn, not only to produce content.

The penalties for a student guilty of a scholastic offense include refusal of a passing grade in the assignment, refusal of a passing grade in the course, suspension from the University, and expulsion from the University.

15. Procedures For Appealing Academic Evaluations

1. In the first instance, all appeals of a grade must be made to the course instructor (informal consultation).
2. If the student is not satisfied with the decision of the course instructor, a written appeal must be sent to the Undergraduate Chair of the Department of Management and Organizational Studies.
3. If the response of the Undergraduate Chair is considered unsatisfactory to the student, they may then appeal to the Dean of the Faculty of Social Science.
4. Only after receiving a final decision from the Dean may a student appeal to the Senate Review Board Academic. A Guide to Appeals is available from the [Office of the Ombudsperson](#).

16. Support Services

16.1 Support Services

The Registrar's office provides you with information on services, courses, student finances, resources, latest news, as well as Student Central's hours of operation at <http://www.registrar.uwo.ca>

Student Support Services (*including the services provided by the USC listed here*) can be reached at: <http://westernusc.ca/services/>

Academic Support & Engagement can be reached at: <http://academicsupport.uwo.ca>

Students who are in emotional/mental distress should refer to Health and Wellness: <https://www.uwo.ca/health/> for a complete list of options about how to obtain help.

16.2 Academic Concerns.

If you are in academic difficulty, it is strongly recommended that you see your [academic counsellor](#).

16.3 Gender-Based and Sexual Violence

Western is committed to reducing incidents of gender-based and sexual violence (GBSV) and providing compassionate support to anyone who is going through or has gone through these traumatic events. If you are experiencing or have experienced GBSV (either recently or in the past), you will find information about support services for survivors, including emergency contacts at the Get Help section of Western's Wellness & Well-being website. To connect with a case manager or set up an appointment, please email support@uwo.ca.