

DCC3106 – Labour Law

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Winter Term

Course Description

Introduction – A history of labour and employment law in Quebec and Canada

Part I – The constitutional background

Part II – Employment law in a non-unionised environment

1. The employment contract and the Civil Code of Quebec
2. An Act Respecting Labour Standards
3. The CNESST and the Tribunal administratif du travail

Part II – Labour law in a unionised environment

1. The Labour Code
2. Freedom of association
3. Accreditation
4. Collective bargaining
5. Strikes, lock-outs and essential services
6. The collective agreement
7. Labour arbitration

Note: We will not discuss occupational health and safety or industrial disease or accidents.

Course Objectives

This course is offered as part of a certificate program. Consequently, its content, its organisation and its objectives differ from other employment or labour law classes offered at the Faculty.

This course is designed to provide an overview of employment and labour law in Quebec. At the end of the course, the student should be familiar with the jurisdictional issues of employment in labour law in Canada, with the sources of labour law in Canada, as well as with the main principles of employment and labour law in Quebec in both unionised and non-unionised environments. The student will also have a broad understanding of procedures in labour and employment law.

Teaching Methods

This course will have a significant online component. Course materials will be posted online at least five days before class.

Students will be invited to watch an introductory video and to do readings which will be posted online. Class time will be devoted to going over the principles presented in the videos, to discussing the readings and to case studies.

Evaluation Method

Participation :	15 points
In-class mid-term :	25 points
Optional paper:	10 points
Take-home final :	50 or 60 points

Students have the option of writing a two-page summary (font: Times New Roman, size: 11, spacing 1.5, margins: standard) of a 2018 or 2019 decision from either the Tribunal Administratif du Travail or a labour arbitrator (Québec only) dealing with unjust dismissal.

All evaluations are open book.

Faculty regulations on plagiarism apply. Any suspicion of plagiarism will be immediately escalated. Plagiarism can lead to expulsion from the University.

Regarding participation, points shall be given as follows: one point for answering a question in class or online, three points for summarising a decision or a video.

Reading Material

Students must purchase *Lois du travail /Labour Laws 2018-2019* from Wilson & Lafleur. This edition will be available at the bookstore.