

MODULE LGS2020: LABOUR LAW**Level:** Intermediate**Theme:** Social Context**Prerequisite:** None**Module Description:** Students learn about unions and collective bargaining, contracts of employment, employment insurance, workers' compensation and women in the workplace. Challenging issues and law-related careers are also considered.**Module Parameters:** No specialized equipment or facilities.**Supporting Modules:** LGS1010 You & the Law 1 (As a Consumer and as a Family Member)
LGS1020 You & the Law 2 (In Society and in the Workplace)**Curriculum and Assessment Standards**

Module Learner Expectations	Assessment Criteria and Conditions	Suggested Emphasis
<p><i>The student will:</i></p> <ul style="list-style-type: none"> identify and explain present labour legislation 	<p><i>Assessment of student achievement should be based on:</i></p> <ul style="list-style-type: none"> analyzing appropriately 6 of 10 cases related to contracts of employment, unions and collective bargaining, workers' compensation regulations and women in the workplace. <p><i>Assessment Tool</i> <i>LGSCSTDY: Framework for Assessing Analysis of a Case Study or Scenario</i></p> <p><i>Standard</i> <i>Rating of 2</i></p>	75
<ul style="list-style-type: none"> propose changes in labour legislation 	<ul style="list-style-type: none"> preparing a report that proposes possible solutions to a challenging issue in labour law after gathering information about the issue, investigating Canadian law, comparing the legislation with that in other countries, and examining alternatives. <p><i>Assessment Tool</i> <i>LGS2020-1: Labour Law</i></p> <p><i>Standard</i> <i>Rating of 2</i></p>	25
<ul style="list-style-type: none"> demonstrate basic competencies. 	<ul style="list-style-type: none"> observations of individual effort and interpersonal interaction during the learning process. <p><i>Assessment Tool</i> <i>Basic Competencies Reference Guide and any assessment tools noted above</i></p>	Integrated throughout

MODULE LGS2020: LABOUR LAW (continued)

Concept	Specific Learner Expectations	Notes
Employment Relationships	<p><i>The student should:</i></p> <ul style="list-style-type: none"> • research the various types of employment relationships; e.g., master and servant, principal and agent, independent and apprenticeship • research the various kinds of legal contract between the employer and the employee • describe how labour contracts can be terminated • describe various types of fringe benefits in the employment contract • describe the liability of employers and employees to third parties. 	<p><i>Alberta Labour Relations Act</i></p> <p>Alberta Federation of Labour</p> <p>Labour lawyer</p>
Unions and Collective Bargaining	<ul style="list-style-type: none"> • research how a union is certified or decertified • analyze union membership (open shop, closed shop) • compare unionized labour with non-unionized labour with respect to making proposals; bargaining; conciliation, mediation and arbitration; agreement; strikes/lock-outs; and grievance procedures. 	<p><i>Alberta Labour Relations Act/Board</i></p> <p>Representative of labour relations board</p> <p>Alberta Arbitration and Mediation Society</p> <p>Copy of any collective agreement</p>
Employment Insurance and Workers' Compensation	<ul style="list-style-type: none"> • research the protection offered to labour • differentiate between legislation at the federal and provincial level • compare the rights of the natural mother and father with those of people adopting a child. 	<p><i>Workers' Compensation Act</i></p> <p><i>Employment Insurance Act</i></p> <p>Workers' Compensation Board</p>

MODULE LGS2020: LABOUR LAW (continued)

Concept	Specific Learner Expectations	Notes
<p>Women in the Workplace</p>	<p><i>The student should:</i></p> <ul style="list-style-type: none"> • outline the laws that protect women from discrimination in the workplace • describe the concept of equal pay for work of equal value • research and describe legislation in other countries. 	<p>Alberta Status of Women Action Committee</p> <p><i>Canadian Charter of Rights and Freedoms</i></p> <p><i>Individual's Rights Protection Act</i></p> <p>Changing Together—a Centre for Immigrant Women</p> <p>Relevant legislation from other countries; e.g., equal rights amendment proposal from American Constitution</p> <p><i>Gender in the Workplace</i> – a Study by the Alberta Law Society</p>
<p>Challenging Issues</p>	<ul style="list-style-type: none"> • identify some challenging issues; e.g.: <ul style="list-style-type: none"> – age of retirement – confidentiality – public disclosure – right of access to information – day care in the workplace – “whistle blowing” – right to strike – affirmative action – employment benefits in regard to homosexual couples – employment protection of domestic workers – wrongful dismissal – sexual harassment – eligibility for unemployment insurance and other benefits • research one of these issues • research the laws in Canada regarding the issue • compare legislation in Canada with that in other countries • research alternatives • propose possible solutions. 	

MODULE LGS2020: LABOUR LAW (continued)

Concept	Specific Learner Expectations	Notes
Law-related Careers	<i>The student should:</i> <ul style="list-style-type: none">• describe careers in labour law, e.g.:<ul style="list-style-type: none">– arbitrator– mediator– negotiator.	