



DEPARTMENT OF BUSINESS ADMINISTRATION AND COMMERCE

**COURSE OUTLINE – WINTER 2015 (Wednesday)
LR3010 3(3-0-0) UT 45 Hours LEGAL RELATIONS**

Instructor	Gareth Pugh, B.Sc., J.D. Robert Pearce, L.L.B.	Phone	Work Office: (780) 532-7771
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Office Hours	By Appointment		

REQUIRED TEXT/RESOURCE MATERIALS:

Duplessis, Enman, O'Byrne and King, *Canadian Business and the Law*, 5th Edition, 2014, Nelson Education Ltd.

CALENDAR DESCRIPTION:

A synoptic view of the Canadian legal system, with emphasis on underlying considerations of social policy. While considering the nature, sources, philosophy, and policy objectives of the law, selected topics from the fields of tort and contract will be analyzed.

CREDIT/CONTACT HOURS:

This is a 3 credit course, consisting of 3 lecture hours per week.

If you need to contact the course instructors, please do so by emailing them at the addresses provided above or by phoning them at (780) 532-7771 during business hours.

DELIVERY MODE(S):

This course is delivered from the perspective that the law plays an integral part in business decision making. It provides a broad overview of legal principles relevant to the business world. Some of the main areas touched upon include: the legal system, contract law, forms of business organization, property law and torts.

CLASS PARTICIPATION:

Students are strongly encouraged to review the assigned chapter readings with study questions and scenarios to follow prior to each class. Students should be prepared to discuss the

assigned material and contribute to class discussions each week. Ten percent (10%) of student's overall grade will be based on their class participation and attendance, at the instructor's discretion.

EXAMINATIONS:

You will be tested on your understanding of and ability to apply the concepts presented in class and in the readings. Textbook materials, class discussions, videos or any materials distributed in handouts may all be used for the quizzes or exams. The final exam WILL cover material from the start of the course. More detail on the exams will be provided as the term progresses.

STATEMENT ON PLAGIARISM AND CHEATING:

Cheating will not be tolerated under any circumstances. If you are caught cheating, you will receive a failing grade and will be reported to College Administration. Please refer to the Student Conduct section of the College Admission Guide at <http://www.gprc.ab.ca/programs/calendar/>.

GRADING CRITERIA:

Every effort will be made to ensure that the final grade you receive reflects your effort and achievement as accurately as possible.

Participation Grade		10%
January 21, 2015	1st Quiz	15%
February 11, 2015	Mid-term Exam	25%
March 18, 2015	2nd Quiz	15%
TBA	Final Exam	35%

Examination Absence Policy

Absences for a Quiz or the Midterm Exam will only be allowed in exceptional circumstances and at the discretion of the instructors. For illness, a satisfactory doctor's note must be provided. Students must request to be excused from a Quiz or the Midterm as soon as possible prior to the date of the Quiz or Midterm. If the absence is allowed by the instructors, the student's Final Exam will be worth 35% plus the weight of the missed Quiz or Midterm. If a student misses a Quiz or the Midterm without the prior approval of the instructors or if a doctor's note is not provided, they will receive 0% on that Quiz or Midterm. This policy will be strictly enforced.

In addition, you will be expected to complete reading assignments outside of class time, (e.g. chapter-end questions for discussion).

Grades will be assigned on the Letter Grading System.

Business Administration and Commerce Department

Grading Conversion Chart

Alpha Grade	4-point Equivalent	Percentage Guidelines	Designation
A+	4.0	90 – 100	EXCELLENT
A	4.0	85 – 89	
A–	3.7	80 – 84	FIRST CLASS STANDING
B+	3.3	77 – 79	
B	3.0	73 – 76	GOOD
B–	2.7	70 – 72	
C+	2.3	67 – 69	SATISFACTORY
C	2.0	63 – 66	
C–	1.7	60 – 62	
D+	1.3	55 – 59	POOR
D	1.0	50 – 54	MINIMAL PASS
F	0.0	0 – 49	FAILURE
WF	0.0	0	FAIL, withdrawal after the deadline

COURSE SCHEDULE

<u>Date</u>	<u>Topic</u>	<u>Lecturer</u>
Jan 7	Course Introduction	G. Pugh/R. Pearce
	Chapter 1 - Knowledge of Law as a Business Asset	R. Pearce
	<ul style="list-style-type: none"> • Law in the Business Environment • Law in Business Ethics 	
	Chapter 2 - The Canadian Legal System	
	<ul style="list-style-type: none"> • Canadian Constitution • Branches of Government (Legislative, Executive and Judicial) • System of Courts • Sources of Law 	

- Public and Private Law
- Common Law and Civil Law
- Administrative Law and Business

Jan 14

Chapter 3 - Managing Legal Risks

G. Pugh

- Legal Risk Management Plan
- Identifying Legal Risks
- Evaluating Legal Risks
- Interacting with the Legal Environment
- Managing Legal Services

Chapter 4 - Dispute Resolution

- Alternative Dispute Resolution
 - Negotiation
 - Mediation
 - Arbitration
 - Litigation
- Stages of a Lawsuit
 - Pleadings
 - Discovery
 - Trial
 - Enforcement
- Appeals
- Costs

Jan 21

QUIZ (15%)

Chapter 5 - Introduction to Contracts

R. Pearce

- Objective Standard Test
- Bargaining Power
- Business Relationships

Chapter 6 - Forming Contractual Relationships

R. Pearce

- The Four Contractual Requirements
 - Intention to Contract
 - Offer
 - Acceptance
 - Consideration
- Invitation to Treat
- Termination of Offer
 - Revocation
 - Lapse
 - Rejection
 - Counter-offer
 - Death or Insanity
- Variation of Contracts

- Promise Under Seal
- Promissory Estoppel
- Partial Payment of Debt

Jan 28

Chapter 7 - Terms of a Contract

R. Pearce

- The Contents of a Contract (Express and Implied Terms)
- The Parole Evidence Rule
- Conditional Agreements
- Limitation of Liability Clause
- Exemption or Exclusion Clause
- Liquidated Damages Clause

Feb 4

Chapter 8 - Non-Enforcement of Contracts

G. Pugh

- Legal Capacity
- Duress
- Undue Influence
- Unconscionability
- Misrepresentation
- Mistake
- Illegality
- Writing Requirement

Chapter 9 – Termination and Enforcement of Contracts

- Termination through Performance, Agreement or Frustration
- Assignment of Contract
- Privity of Contract
- Breach of Contract
- Conditions and Warranties
- Misrepresentation and Mistakes
- Remedies for Breach of Contract and Entitlement
 - Expectation Damages
 - Punitive Damages
 - Pecuniary and Non-Pecuniary Damages
 - Remoteness
 - Duty to Mitigate
 - Equitable Remedies
 - Specific Performance
 - Injunction
 - Rescission
 - Restitution

Feb 11

MIDTERM EXAM (25%)

G. Pugh

Feb 18 NO CLASSES (WINTER BREAK)

Feb 25 **Chapter 13 – The Agency Relationship** R. Pearce

- The Nature of Agency
- Creation of Agency Relationship
- Agency by Estoppel
- Duties of the Agent
- Duties of the Principle
- Liability
- Termination of Agency Agreements

Chapter 14 – Business Forms and Arrangements

- Sole Proprietorship
- Partnerships
 - Partnership Agreement
 - General Partnerships
 - Limited Partnerships
 - Risk and Liability in General Partnerships
- Corporations
 - Shareholders, Directors and Officers
- Franchises
- Joint Ventures
- Product Licensing

Mar 4 **Chapter 15 - Corporate Form: Organizational matters** R. Pearce

- Internal and External Stakeholders
- Pre-Incorporation Issues
- Share Structure
- Corporate Name
- Organizing the Corporation
- Financing the Corporation
- Securities Legislation

Chapter 16 – The Corporate Form: Operational Matters

- Corporate Liability
- Duties of Directors and Officers
- Fiduciary Duty
- Liability of Directors and Officers
- Shareholder Liability
- Oppression
- Shareholders Agreements
- Termination of the Corporation

Mar 11

Chapter 20 – The Employment Relationship

G. Pugh

- Independent Contractors vs. Employees
- Risks in Hiring
- Human Rights Requirements
- Defences to Discrimination
- Duty to Accommodate
- Offer of Employment
- Terms and conditions
- Workplace Discrimination
- Drug and Alcohol Testing
- Workplace Privacy
- The Union Context

Chapter 21 – Terminating the Employment Relationship

- Ending the Employment Relationship
- Dismissals for Just Cause
 - Serious Misconduct
 - Habitual Neglect of Duty
 - Incompetence
 - Conduct Incompatible
 - Wilfull Disobedience
- Reasonable Notice
- Constructive Dismissal
- Wrongful Dismissal Suit
- Damages
- Duty to Mitigate
- Termination Settlements

Mar 18

QUIZ (15%)

R. Pearce

Chapter 19 - Real Property

- Fixtures
- Interests in Land
- Limits on Ownership
 - Restrictive Covenants
- Registration of Ownership
- Purchasing Transaction and Agreement
- Mortgages
 - Remedies for Mortgage Default
- Real Estate Lease
- Risk Management

Mar 25

Chapter 17 - Personal Property

R. Pearce

- Tangible and Intangible Property
- Possession
- Sale of Goods
- Bailment
- Liability of Bailees and Bailors
- Types of Bailment
 - Storage
 - Lease
 - Repairs
 - Transportation
 - Lodging
- Risk Management

April 1

Chapter 10 – Introduction to Tort Law

G. Pugh

- Defining Tort Law
- Tort Law and Criminal Law
- Burden of Proof
- Liability
- Purpose of Damages
- Punitive Damages
- Aggravated Damages

Chapter 11 – The Tort of Negligence

- Duty of Care
- Standard of Care
 - Reasonable Care (Objective Standard Test)
 - Reasonable Foreseeability
- Causation
- Remoteness
- Contributory Negligence
- Involuntary Assumption of Risk
- Negligent Misrepresentation

April 8

Chapter 12 – Other Torts

G. Pugh

- Occupiers Liability
- Nuisance
- Trespass
- Torts involving customers
- Defamation of Character
- Interference with Contractual Relations
- Injurious Falsehood or Product Defamation

FINAL EXAM DATE, TIME AND LOCATION TO BE ANNOUNCED.

