

SAULT COLLEGE OF APPLIED ARTS & TECHNOLOGY  
SAULT STE. MARIE, ONTARIO

COURSE OUTLINE

Course Outline            HOSPITALITY    LAW  
Code No. :                HMG 240-3  
Program :                 HOTEL & RESTAURANT MANAGEMENT  
Semester :                FOUR  
Date :                     JANUARY, 19 9 3  
Previous Outline        JANUARY, 19 9 2  
Dated :  
Author                    PHIL LEMAY

New

Revision

APPROVED

  
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Dean, School of Business and  
Hospitality

CLA.  
DaJVe

*CU*

Hospitality Law

HMG240-3

Course Name

Course Number

**LENGTH OF COURSE:** Three hours per week for one semester.

**TEXT;** No mandatory text. Reference text recommended:

- a) The Law & Business Administration in Canada, Smythe & Soberman  
Prentice-Hall, 6th edition

**GENERAL OBJECTIVE:**

The purpose of this subject is to provide the student with knowledge of the principles of Commercial Law as it affects business in general and the hotel restaurant industry in particular, and thus to develop in the student an understanding of these rules, to develop the skill of recognizing, classifying, changing and analyzing business legal problems, and in so doing develop a positive attitude toward the judicial process and its complexities.

**METHOD OF INSTRUCTION:**

Reading assignments, lectures, discussion, cases, tests, and assignments.

**\*ARTICLE** - is defined as: the topic may be about a case which actually took place in the courts, or about a set of circumstances that has actually occurred, but in either situation the information about it was reported in a NEWSPAPER, MAGAZINE, or some other PUBLICATION, reference to which was made in class, or was in fact read by, or to the class. However, it does not include cases or examples in the text or mentioned in explanation by the instructor or student, not in a publication. And, please note the spelling of the word -- **ARTICLE!!** Some articles will be placed on reserve in the Library and students will be responsible for their content.

**EVALUATION: Student Evaluation**

The student's grade will be determined by the administration of tests to be given on the completion of each section. Tests will be a combination of multiple choice and short essay. Test results will be returned to the students after grading in order to permit verification of the results. Many of the tests will be answered on computer sheets, therefore, the students will require his/her student number as well as an "HB" pencil.

1. Basis: The student's grade will be determined by the administration of a maximum of five tests of equal value.
- 2- Grading: A letter grading of A, B, C, I or R will be used to indicate the achievement or value of the student's work.

...cont'd

### 3. Grade Interpretation:

(A+) - is 96% or more

(A) - this grade means that the student has an exceptional understanding of and/or ability with the portion of the subject assessed, to such an extent that he/she has a complete or near complete grasp of or ability with the material or work, and thus understands more than eighty-five percent or able to perform more than eighty-five percent of the work tested. An A+ **is** 96% or more.

(B) - this grade means that the student has a high degree of understanding of and/or ability with the portion of the subject assessed, and thus understands more than seventy percent or able to perform more than seventy percent of the work tested.

(C) - this grade means that the student has a basic understanding of all the elementary essentials of the portion of the subject assessed, and/or able to perform all the basic elementary essentials of the work tested, and thus understands more than fifty-eight percent of the work tested.

(I) - in tests and assignments this grade means the student has not successfully demonstrated a basic elementary understanding of the material assessed to achieve a "C" grade, and the results of this assessment therefore, will be weighed as a zero\* in the calculation of the final average grade.

(R) - this grade means that the student has not achieved a minimum of a "C" grade in the final average calculation of all tests, etc. or has demonstrated a lack of serious intention in acquiring a basic understanding of the material during the semester.

- \*NOTE: a) This means there will be no make-up tests, etc.  
b) Letter grade and percentages will be calculated for final grade.

**Miss a Test:** If a student misses a test, it is the student's responsibility to contact the professor in the first class the student has with the professor after the test, or upon returning to the College, and make arrangements to take the test. The student, of course, must have a valid ~~reason for not writing the test in the first instance.~~ <sup>reason for not writing the test in the first instance.</sup> If the student fails to contact the professor within a reasonable time, the student may be refused the opportunity to take the test at a later time. If the student is to write the test, it will be either a multiple-choice type or essay type test, at the discretion of the professor.

### **PUNCTUALITY;**

Classes will commence on time, that is, precisely on the hour, students are expected to be in class beforehand. Anyone not present as aforesaid will be refused entry. Tardiness causes interruption in the class process and is therefore, thereby prohibited. However, if a student forseees circum-

stances that may result in being late, the student should discuss these situations with the professor and flexibility may be agreed upon.

**ATTENDANCE;**

Because there is no text for this program, most of the information and explanations may be obtained only by being present in class. Attendance is therefore crucial. Consequently, attendance is important in assessing an individual's understanding and thus MAY be calculated into the grade.

**SPELLING - GRAMMAR:**

Correct spelling and grammar in all test papers and written submissions are essential to effectively communicate proof of understanding of the subject content. Any serious frequency of spelling errors, particularly of subject terminology, or of grammar errors will probably reduce the receiver's or marker's ability to accurately interpret the communications, and thus should be avoided and may also therefore justify the lowering of the mark by one grade or more, and even possibly the granting of an "I" grade.

**SPECIFIC OBJECTIVES:**

**ITEM**

**EMPHASIS**

**Specialty**

Innkeepers Common Law Liability, Innkeepers Act, Hotel Registration of Guests Act, Hotel Fire Safety Act, Articles, Cases

**TEST**

**Employment**

Special Contracts

Employment: definition of employer/employee in common law, in statute, tortious liability of, vicarious liability concept, Employment contracts, form, termination notices at common law.

**TEST**

Statutes affecting employer/employee rights and duties, British North American Act, Canada Labour (safety) Code, Employment Standards Act, its contents, garnishments, wage priority, minimums, conflicts, wage protection, hours of work, overtime, holidays, vacations, equal pay, benefit plans, pregnancy leave, termination of notice, offences, penalties, where to complain, possible results. Ontario Occupational Health and Safety Act in 1991, Smoking in the Workplace Act (1990) and others.

**TEST**

Ontario Human Rights Code, discrimination generally signs notices, public accommodations, housing, employment, hiring, advertising, promoting, firing, unions, application forms, exceptions opinion, special organizations, offences, penalties, where to complain, results. Charter of Rights, Section 15 (April, 1985),

**TEST**