

BLAW 100: Basic Business Law (formerly BLAW 203)

Length: 14 hours

A basic knowledge of business law is critical to the successful operation of any business in today's world. Whether you are a business owner, supervisor or manager, it is essential to have an understanding of the legal issues facing business.

This course will provide you with a basic overview and understanding of various legal issues, such as forms of business organization; contract law; negligence and liability; employment law and human rights legislation; credit, collections and the sale of goods; insurance law; and health and safety legislation.

Module 1: Business Organizations and Contract Law

- List the different types of business in Alberta, and explain the advantages and disadvantages of each.
- Evaluate fact situations to determine whether or not a partnership exists, and summarize the rights and obligations of partners to each other and to third parties.
- Explain the nature of a contract and how a breach of contract differs from a tort or a crime.
- Describe the requirements of consensus in contracts.
- Define the role of consideration in contract law.
- Examine the element of capacity in contracts.
- Differentiate among intention to create legal relations, legality and forms of contracts.
- Explain the rights and obligations of the parties at the end of the contractual relationship, including (a) performance, (b) breach – including breach of conditions, warranties, remedies for breach, (c) discharge by agreement and (d) frustration.

Module 2: The Law of Negligence and Liability

- Summarize the essential elements required to prove the tort of negligence and apply the elements to legal problems.
- Examine and apply the principles of occupier's liability.
- Examine the liability of manufacturers for defective products.

Module 3: Employment Law and Human Rights Legislation

- Distinguish between relationships of employment, independent contractors and agents.
- Explain the common law rights and obligations of employer and employee.
- Compare and contrast termination with cause and wrongful dismissal.

Module 4: Credit, Collections and the Sale of Goods

- Describe each of the following including the major rights and responsibilities of the parties thereto: a) conditional sales agreements; b) chattel mortgages; c) assignment of book debts; d) section 426/427 *Bank Act Loans*; e) corporate debentures.
- Explain how the *Personal Property Security Act* affects contractual obligations and priority of creditors.
- Explain the process of civil litigation in Alberta.
- Explain the applicability (or not) of the *Sale of Goods Act* to different transactions.
- Explain the major implied warranties and conditions of the *Sale of Goods Act*.

Module 5: Insurance Law and Health and Safety Legislation

- Define the basic insurance concepts of "utmost good faith", "indemnity", "subrogation" and "insurable interest".
- Explain the important classes of insurance in the commercial setting.
- Analyze the legal responsibilities of a business for failure to comply with the *Occupational Health and Safety Act* and the regulations under the act.