

Course	HRMG 5700 Employment Law
Term	Term -Fall 1: 2006; Aug 11 to Oct 12, 2007
Instructor	Name: Joel R. Alvarey Phone: 202 272-1424 Email: jalvarey@comcast.net
Catalog Description	This course is designed to provide an overview of the legal issues affecting human resources management. It focuses on the impact of law on individuals in organizations, recognition of legal problems, and the legal aspects of human resource decisions. The course content includes laws, regulations, and court decisions covering labor management relations.
Prerequisites	None.
Course Level Learning Outcomes	<ol style="list-style-type: none"> 1. Define, discuss, and differentiate important terminology, facts, concepts, principles, laws and legal theories relating to employment law. 2. Apply appropriate terminology, facts, concepts, principles, laws and legal theories when analyzing moderately complex employment law problems. 3. Develop appropriate solutions to moderately complex employment law problems using the terminology, facts, concepts, principles, laws and legal theories taught in the course. 4. Evaluate the quality of their proposed solutions against appropriate employment law criteria. 5. Discuss the role of employment law in helping to make decisions about human resources management problems. 6. Discuss the legal foundations of employment law. 7. Describe the employment at will doctrine. 8. Describe the statutory (Title VII) protections against racial discrimination. 9. Explain the legal foundation of affirmative action. 10. Describe the statutory protections against gender discrimination. 11. Examine the statutory protections against religious discrimination. 12. Describe the legal consequences of discrimination based on national origin. 13. Explain how employees are legally protected against age discrimination. 14. Examine the legal protections against disability discrimination. 15. Discuss legal regulation of employee work hours. 16. Discuss employee welfare programs of Social Security, Workers' Compensation & Unemployment Compensation. <p>NOTE:</p>

	<p>Objectives 1 through 5 are covered in each class. Objectives 6 & 7 are covered during Week 1 using lecture/conferencing. Objectives 8 & 9 are covered in Week 2 using lecture/conferencing. Objective 10 is covered in Week 3 using lecture/conferencing. Objectives 11 &12 are covered in Week 5 using lecture/conferencing. Objectives 13 & 14 are covered in Week 6 using lecture/conferencing. Objectives 15 & 16 are covered in Week 7 using lecture/conferencing.</p>
Materials	<p>Employment and Labor Law, Cihon and Castagnera, Fifth Edition, ISBN/ISSN 0-324-26032-6, West Thomson Learning.</p>
Grading	<p>Grading Policy: The instructor will base grades upon the following:</p> <ol style="list-style-type: none"> 1. Preparation for class, class leadership, topical discussion and overall class participation and attendance. This includes leading class in discussion and analysis of cases and chapter materials. NOTE: Failure to attend class sessions will carry weight in determination of the final class grade. (10% of grade) 2. Mid-term and final examinations. (60% of grade) 3. Assigned oral presentations, and written requirements. (30% of grade). 4. Criteria: A-91 to 100; B-81 to 90; C-71 to 80; D-61 to 70; below 61 -F.
Activities	<p>Teaching Method: The instructor will conduct classes in a both a lecture and seminar format in which students are expected to participate in class discussion, with an open exchange and testing of ideas. The instructor feels strongly about the value of learning from other students; students should be prepared to contribute to discussions and to the learning experience. The student's obligations are to:</p> <ol style="list-style-type: none"> (1). Read and study all required readings prior to class. (2). Attend all class meetings and participate in the class discussions and analysis of the assigned material. (3). Periodically review his/her class notes so that the student will be able to assimilate the concepts. (4). Complete the midterm and final examinations. (5). Integrative Paper <p>A paper on an employment law issue will be required. The paper will adhere to the A.P.A. Guidelines, available online from www.webster.edu. The paper will afford the student the opportunity to demonstrate analytical skills and specific knowledge acquired in the course. The topic for the paper will be chosen by the student with the approval of the instructor. Topics are due to the instructor no later than Week 5's class session. The paper will be from 1,500 to 2,500 words.</p> <p>This paper will be submitted electronically as well as a hard copy to the instructor by the class session for Week 7. The paper must concentrate on one legal issue dealing with an aspect of employment law and human</p>

	<p>resources management. Students will be expected to research and analyze their topics and reach a logical conclusion. Topics can be discussed with the instructor at any time. The paper's purpose is to aid the students in developing their research skills and writing abilities prior to their 6000 course.</p> <p>(6). Presentation A class presentation will be required in addition to the paper. Presentations will be 8-10 minutes long and will be on the same topic as the paper. Presentations will be delivered during Week 8 of the term. Students will be graded on the delivery and content of their presentations; PowerPoint is encouraged. Students must be able to answer questions from the instructor and class. The purpose of the presentation is to give students experience in public speaking prior to their 6000 course.</p>
<p>Policy Statements: University Policies</p>	<p>University policies are provided in the current course catalog and course schedules. They are also available on the university website. This class is governed by the university's published policies. The following policies are of particular interest:</p> <p>Academic Honesty The university is committed to high standards of academic honesty. Students will be held responsible for violations of these standards. Please refer to the university's academic honesty policies for a definition of academic dishonesty and potential disciplinary actions associated with it.</p> <p>Drops and Withdrawals Please be aware that, should you choose to drop or withdraw from this course, the date on which you notify the university of your decision will determine the amount of tuition refund you receive. Please refer to the university policies on drops and withdrawals (published elsewhere) to find out what the deadlines are for dropping a course with a full refund and for withdrawing from a course with a partial refund.</p> <p>Special Services If you have registered as a student with a documented disability and are entitled to classroom or testing accommodations, please inform the instructor at the beginning of the course of the accommodations you will require in this class so that these can be provided.</p> <p>Disturbances Since every student is entitled to full participation in class without interruption, disruption of class by inconsiderate behavior is not acceptable. Students are expected to treat the instructor and other students with dignity and respect, especially in cases where a</p>

	diversity of opinion arises. Students who engage in disruptive behavior are subject to disciplinary action, including removal from the course.
Course Policies	None.
Weekly Schedule	<p>Week 1. (8/11) Introduction to Law Read Chapter 1 Common Law Employment Issues. Read Chapter 2.</p> <p>Week 2. (8/) Title VII and Race Discrimination. Read Chapter 3 and 211 through 213</p> <p>Week 3. (8/) Gender Discrimination. Read Chapter 4.</p> <p>Week 4. (9/4) Midterm Examination. In-class. Chapters 1, 2, 3 & 4.</p> <p>Week 5. (9/11) Religion/National Origin. Read Chapter 5. Paper topics due.</p> <p>Week 6. (9/18) Age and Disability Discrimination. Read Chapter 6.</p> <p>Week 7. (9/25) Fair Labor Standards Act. Read Chapter 10 . Employee Welfare Programs Read Chapter 11.</p> <p>Submit papers to instructor.</p> <p>Week 8. (10/2) Student presentations.</p> <p>Week 9. (10/9) Final examination. In-class. Chapters 5, 6, 10, and 11</p>
Additional Information	

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