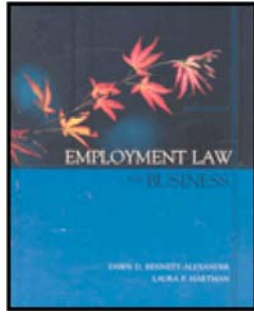


Course	HRMG 5700 – Employment Law
Term	Spring 1, 2008
Instructor	Name: Sandra McDonough Phone: (619) 744-3641 Email: smcdonough@paulplevin.com
Catalog Description	This course provides an overview of legal issues affecting human resources management. It focuses on the impact of law on individuals in organizations, recognition of legal problems, and the legal impact of human resource decisions. The course content includes laws, regulations, and court decisions covering labor- management relations.
Prerequisites	None.
Course Level Learning Outcomes	<p>This course is designed to:</p> <ul style="list-style-type: none"> ◆ Build students' awareness of the potential for liability for employers in all aspects of human resource management and methods to minimize liabilities. ◆ Increase the student's ability to detect and effectively deal with legal issues in human resources management as they arise. ◆ Enable students to understand the US legal system, particularly the relationship of the judiciary and the legislature and their impact on human resource management decisions. ◆ Allow students to apply abstract legal concepts to real-life human resources problems and situations. ◆ Improve the students' skills in dealing with all stages of the employment relationship in a legally sound and prudent manner. <p>At the completion of this course, the student will be able to:</p> <ul style="list-style-type: none"> ◆ Explain the legal ramifications of personnel decisions to upper management. ◆ Critically evaluate employees' complaints and claims. ◆ Analyze whether an employer's policies comply with applicable law. ◆ Develop protocol for dealing with employees' legal issues. ◆ Articulate how each law discussed in the course interacts with each other in the employment setting. ◆ Apply federal and state laws to employee leaves taken for medical or personal reasons. ◆ Effectively conduct an in-house investigation of harassment, discrimination and retaliation claims. ◆ Design programs to minimize legal exposure for employers. ◆ Differentiate between the varying standards and employer obligations for the multiple types of discrimination.
Materials	<u>TEXTBOOK:</u>

**** PLEASE NOTE - ISBN NUMBERS MAY VARY DUE TO SUPPLEMENTAL MATERIALS PURCHASED WITH TEXT. (e.g., CD-ROM, STUDY GUIDE, ETC.) ALWAYS CONFIRM ABOVE TITLE, AUTHOR and EDITION**



Employment Law for Business

Author: Bennett-Alexander, Dawn D. / Hartman, Laura P.

Edition: 5TH 07

ISBN: 0-07-302895-9

Publisher: Richard D. Irwin, Inc.

Book Type: Hardback

Other Editions:

E-RESERVES:

Lecture notes and presentations, assignments, and supplementary readings for this class can be found on E-Reserves (Available to students 24/7). The textbook for this class is NOT available on E-reserves. (<http://ereserves.webster.edu>)

The password for this class this term is: _____

Grading

Students' grades will be based on the following assignments:

a. **Written Paper:** Each student will be required to turn in a ten-page paper at the beginning of class in Week 8 analyzing an area of the student's interest within employment law. Subjects could include: balancing the competing interests of the employer's desire for information with the employee's right to privacy; affirmative action in the workplace; sanitization of the workplace through the elimination of any potentially harassing behavior; or the pros and cons of at-will employment. As part of the paper, research and summarize at least 5 non-internet outside sources that support your analysis. The paper must have a bibliography and follow APA style. Papers will be graded on effectiveness of content and analyses, as well as form and grammar. The written paper is worth 15% of the final grade. Students must discuss the topic of the paper with the instructor no later than the fifth week of class.

b. **Mock-Investigation:** Each student will be required to participate in a mock investigation. This investigation will entail interviewing a complaining employee and at least one witness regarding an alleged incident, and then writing an investigative report based on those interviews and any documentation received. A few students will be selected to defend their findings in a trial-like setting in class. The investigative report and interview notes are worth 15% of the final grade.

c. **In-Class Presentations:** Each student will be required to find an article on a current human resources employment law issue from a business journal or newspaper and analyze how the article and issue fit into the subject matter of this course. The written analysis must be at least two pages, double-spaced, and the student will report on the issue during class time. The written analysis and presentation is worth 5% of the final grade.

d. **Mid-term examination:** The mid-term examination is worth 25% of the final grade.

e. **Final examination:** The final examination is worth 30% of the final grade.

f. **Class participation:** Class participation is worth 10% of the final grade. Attendance is mandatory and students are expected to actively participate in all class discussions and to have a command of all reading assignments.

Graduate Course Grading:

A 93-100

	<p>A- 90-92 B+ 87-89 B 84-86 B- 80-83 C 70-79 F 69 and below</p>
Activities	<p>Activities for this course include reading assignments and in-class discussions, as well as those activities identified above in the grading section.</p>
Policy Statements: University Policies	<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. This policy will be strictly enforced on all assignments in the course.</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 diversity of opinion arises. Students who engage in disruptive behavior are subject to disciplinary action, including removal from the course.</p> <p>Student Assignments Retained From time to time, student assignments or projects will be retained by The Department for the purpose of academic assessment. In every case, should the assignment or project be shared outside the academic Department, the student's name and all identifying information about that student will be redacted from the assignment or project.</p> <p>Contact Hours for this Course It is essential that all classes meet for the full instructional time as scheduled. A class cannot be shortened in length. If a class session is cancelled for any reason, it must be rescheduled.</p>
Course Policies	<p><u>ATTENDANCE POLICY:</u></p> <p>"The University reserves the right to cancel a student's course enrollment if the student does not attend class the first or second week of the term/semester. Students are</p>

	<p>expected to attend all class sessions. In the case of unavoidable absence (e.g., medical reason, work related travel), the student must contact the instructor directly and immediately. The instructor may give warning to the student and then recommend that the student withdraw from the course. The student is subject to appropriate academic penalty for incomplete or other make-up work, or for excessive or unexcused absences. A student who misses two class meetings per course without a documented reason or (advance) permission from the instructor should withdraw from the course."</p> <p><u>REQUIRED WRITING COMPONENT:</u> At least one writing component is required in ALL graduate and undergraduate courses. The written assignment should be APA style, include references (a minimum 5 non-internet references (e.g. academic journals, books, professional publications) in addition to any internet resources they may use), and a bibliography. The assignment should show that the student clearly has the ability to conduct research, cite sources to support arguments and write in a coherent, organized fashion expected at the college (for Undergraduate students) or Graduate level.</p> <p><u>REQUIRED USE OF PASSPORTS:</u> Students are required to use Webster University's online library, PASSPORTS (http://library.webster.edu). PASSPORTS offers access to many scholarly and professional publications free of charge. Check with the Academic Advisor or visit the website for more information about what is available via PASSPORTS.</p> <p><u>TURN-IT-IN PLAGIARISM DATABASE:</u> Students are encouraged to use the Turn-it-In PlagiarismDatabase (http://library.webster.edu/turnitin.html)</p> <p><u>WRITING ASSISTANCE:</u> Students are encouraged to submit their research papers to the Webster On-Line Writing Center for review and assistance. (http://www.webster.edu/acadaffairs/asp/wc/online.html)</p>
<p>Weekly Schedule</p>	<p><u>WEEK 1:</u> Prior to First Class: Read Chapter 1 and 3 In Class: Introduction and Class Overview; Review Chapters 1 and 3 Assignment: Read Chapters 2, 6 and 7</p> <p><u>WEEK 2:</u> In Class: Review Chapters 2, 6 and 7; Discussion regarding conducting investigations Assignment: Read Chapters 8-9</p> <p><u>WEEK 3:</u> In Class: Mock Investigation; Review Chapters 8-9 Assignment: Read Chapters 4-5 and 10</p> <p><u>WEEK 4:</u> In Class: Review Chapters 4-5 and 10; Individual Class presentations regarding results of Mock Investigation Assignment: Study for Mid-Term Exam on Chapters 1-10; Read Chapters 11-12</p> <p><u>WEEK 5:</u> In Class: MID-TERM EXAMINATION; Review Chapters 11-12 Assignment: Read Chapters 13-14</p> <p><u>WEEK 6:</u> In Class: Review Chapters 13-14</p>

	Assignment: Read Chapters 15-17
<u>WEEK 7:</u>	In Class: Review Chapters 15-17 Assignment: Written Paper (see below in Course Requirements)
<u>WEEK 8:</u>	In Class: Review Leave Law and discuss written papers Assignment: Study for Final Exam
<u>WEEK 9:</u>	In Class: Course Summary; FINAL EXAMINATION

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