

MGT 3900-001
EMPLOYMENT LAW
Fall 2016

*“Seventy percent of success in life is showing up.”**

Professor:	Denise Smith, JD, MBA
Office:	Lumpkin Hall 3611
Office Hours:	11:00 – 12:00 TR, 12:45 – 1:45 and 3:30-4:30 W; other times by appointment
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Class Meetings:	TR 9:30 – 10:45, Lumpkin Hall 1120
Course Description:	A study of the social and legal framework governing regulation of human resources management, including ethical principles, case law, statutes, and administrative rules. Topics include common law employment principles, federal and state regulation, including equal employment opportunity laws, sexual harassment law, workers’ compensation, wage and hour statutes, and labor relations. (3 cr. hours)
Prerequisites:	Sophomore standing, BUS 2750 and BUS 3010, or permission of the Associate Chair, School of Business
Text:	Patrick J. Cihon and James Ottavio Castagnera, <i>Employment Law and Labor Law</i> , 9 th edition (2017), published by Southwestern/Cengage; other readings, as assigned.
Course Objectives:	Upon successful completion of the course, students should be able to: <ol style="list-style-type: none">1. Understand the social and economic issues underlying regulation of employment.2. Describe the employment relationship and distinguish it from other legal relationships.3. Describe the purposes and key requirements of major common law doctrines and statutes regulating employment.4. Recognize legal and ethical issues in the management of human resources and develop strategies for resolving those issues.5. Analyze and apply ethical and legal principles to cases and problems arising from the management of human resources.

CLASS POLICIES

Academic Integrity

Students are expected to maintain principles of academic integrity and conduct as defined in EIU’s Code of Conduct (<http://www.eiu.edu/judicial/studentconductcode.php>). Violations will be reported to the Office of Student Standards.

* Woody Allen, *US movie actor, comedian, & director (1935 -)*

Turnitin

To encourage original and authentic written work, students may be required to submit their written assignments in this course for review to Turnitin.com, or other systems designed to detect plagiarized material, and those assignments will become a searchable document with the Turnitin (or other systems') database. The instructor may also submit individual student assignments to Turnitin.

Students with Disabilities

If you are a student with a documented disability in need of accommodations to fully participate in this class, please contact the Office of Student Disability Services (OSDS). All accommodations must be approved through OSDS. Please stop by Ninth Street Hall, Room 2006, or call 217-581-6583 to make an appointment.

The Student Success Center

Students who are having difficulty achieving their academic goals are encouraged to contact the Student Success Center (www.eiu.edu/~success) for assistance with time management, text taking, note taking, avoiding procrastination, setting goals, and other skills to support academic achievement. The Student Success Center provides individualized consultations. To make an appointment, call 217-581-6696, or go to 9th Street Hall, Room 1302.

Other Services

Other services you may wish to take advantage of include:

Career Services - <http://www.eiu.edu/~careers> (581-2412)

Student Success Center - <http://www.eiu.edu/~success> (581-6696)

Counseling Center – <http://www.eiu.edu/~counsctr> (581-3413)

Emergency Preparedness Plan

Instructions about what to do in the event of an emergency are posted in all classrooms on Eastern's campus. Students and faculty are responsible for acquainting themselves as to the specific instructions so that they will be prepared in the event of an emergency.

Class Attendance

In accordance with University policy, students are expected to attend class unless prevented by illness, an official University activity, or an emergency. (i.e., excused absences)

Professionalism

Please turn off your cell phone and put it away before class begins. Do not text-message during class time. Turn off audio devices and remove any headphones. Students are expected to demonstrate professional conduct in class. Students who engage in unprofessional behavior (such as tardiness, sleeping, reading non-class material, talking, text messaging) may be asked to leave the classroom. Laptop computers may be used in class with professor permission. If you are given permission to use a laptop, it should be used only for class purposes such as taking notes and accessing slides.

D2L

This course will make extensive use of D2L, so students must have access to the Internet and must monitor it regularly. Course materials will be available on D2L. PowerPoint slides from lectures will be posted. The professor will use the email feature of D2L to communicate with students and to post assignments. Some assignments may be submitted using the D2L assignment dropbox and some may

use the D2L online assessment feature. If you need assistance with D2L, call D2L Support toll free at 1-877-325-7778. Support is available 24 hours a day, seven days a week. Email and Chat options are also available on the "My Home" page after logging in to D2L. Other D2L resources including a D2L Orientation courses for students are available on the same page. For technical questions regarding other software, hardware, network issues, EIU NetID/password, or Panthermail, contact the ITS Helpdesk at 217-581-4357 during regular business hours or submit a help ticket at <https://techsupport.eiu.edu/>. If you have a question regarding course content, contact your instructor.

Make-Up Work

Students who miss class due to an excused absence may make up an exam without penalty. **Quizzes and in-class case studies may not be made up.** Students who miss class should make arrangements with another student in the class to obtain a copy of notes from the day(s) of the absence. After reviewing the notes, the student may meet with the professor during office hours or by appointment if clarification or explanation is needed. Students who miss an exam must meet with the professor within 2 class days after returning from an absence to schedule a makeup exam.

Extra Credit

Students may choose to include peer review as a part of their writing assignment process. Students who have taken advantage of this opportunity will have an additional 10 bonus points added to the overall score on their writing assignment. (Guidelines for this bonus opportunity will be included in the writing assignment guidelines, to be discussed in class.) Other than this, **NO ADDITIONAL EXTRA CREDIT WORK WILL BE ASSIGNED OR ACCEPTED.**

AREAS OF EVALUATION

Unit Quizzes on D2L

There will be occasional online quizzes throughout the semester. These will be open book and open notes quizzes, but they must be completed individually. Each quiz will be worth a total of 20 points. Quizzes may NOT be made up, but only the highest 5 scores will be counted for each student.

Current Events Presentations

Each student will give 2 brief presentations of a current event involving an area of employment law. There will be a sign-up sheet passed around during the second week of classes. Each current events presentation will include 2 slides, and should last no more than 5 minutes. Further guidelines for this assignment will be discussed in class. Each presentation will be worth a total 20 points. If you find that you will be absent on the day of your presentation, you **MUST** notify the instructor and find another member of the class to take your place.

In Class Case Studies

Students will analyze and discuss cases and problems within assigned groups. Some case studies will be graded and some will be evaluated on a credit/no credit basis. A written answer will be submitted by each group. Each group member who participated in the study will sign the answer indicating that he or she was present and participated. Due to the group nature of in-class case studies, these may NOT be made up; however, only the highest 5 case study scores will be used to compute the final grade.

Individual Projects/Writing Assignments

There will be 1 project/writing assignment during the semester, worth 100 points. Details of the assignments will be distributed and discussed in class. This assignment may be completed individually or with another student in the class. If students choose to complete the assignment with another student, each student will receive the same grade. Only individually written assignments may be submitted for EWP credit. Late submissions will have 5 points per day deducted for each day they are late.

Exams

Three unit exams will be administered during the semester as scheduled on the Tentative Class Schedule. In addition to the three unit exams, there will be a comprehensive final exam.

Guest Speakers

There will be 1-2 guest speakers throughout the semester. You will submit a reflection paper about each speaker presentation, each of which will be worth 20 points. A student with an *excused* absence will be given an alternative assignment.

<u>Areas of Evaluation</u>	<u>Points</u>	<u>Percentage</u>
Exams (4 exams @ 100 points)	400	51%
In Class Case Studies (5 @ 20 points)	100	13%
D2L Quizzes (5 @ 20 points)	100	13%
Individual Writing Assignments (1 @ 100 points)	100	13%
Guest speaker reflection (2 @ 20 points)	40	5%
Current events presentations (2 @ 20 points)	40	5%
Total	780	100%

Final grades will be calculated in accordance with the following:

90 – 100% of total points = A
80 – 89% of total points = B
70 – 79% of total points = C
60 – 69% of total points = D
< 60% of total points = F

The professor reserves the right to adjust the final grading scale by lowering (but not raising) the percentage of total points required for any letter grade.

MGT 3900 Section 001
Fall 2016 Tentative Schedule

The following schedule is tentative and may be modified. Any changes will be announced in class and posted on D2L. Students are responsible for complying with changes announced in class. Students are responsible for completing all assignments and exams in accordance with the schedule as modified. Readings should be completed before class on the date shown. Other readings may be assigned from time to time to enhance the material in the textbook.

Date	Topic	Reading assignment*
8/23	Intro to the course; Bistro 24 Activity	
8/25	Review of courts, ADR, contracts and Constitutional law	Handouts, readings; Chapter 8 pgs. 237-242
8/30 – 9/1	Agency law; overview of employment law; Case Study	Agency handout
9/6	Classification of workers as employees or independent contractors	Handouts, readings
9/8	Employment contracts and wrongful discharge; employment at will	Chapter 2
9/13	Workplace Torts;	Chapter 3
9/15	Privacy Rights & Review	Chapter 4
9/20	Exam 1	
9/22, 9/27	Title VII and Race Discrimination; theories of discrimination; Case Study	Chapter 6, pgs. 121-141; Chapter 8, pgs.231-236
9/29	Other EEO Laws; Affirmative action	Chapter 11, Chapter 6, pgs. 141-148
10/4	Gender and Family Issues; EPA, PDA, FMLA	Chapter 7, pgs 153-179
10/6, 10/11	Sexual Harassment; theories, employer liability, Class case study	Chapter 7, pgs 180-200
10/13	Discrimination Based on National Origin; immigration issues; I-9 forms	Chapter 8, pgs 216-224; Chapter 5, pgs 99-111
10/18, 10/20	Discrimination Based on Religion; duty to accommodate - In-Class Case	Chapter 8, pgs 205-216
10/25	Exam 2	
10/27	Disability Discrimination	Chapter 10
11/1	Age Discrimination	Chapter 9
11/3, 11/8	The Rise of Organized Labor and Its Regulatory Framework; The Unionization Process	Chapter 12, 13
11/10	Unfair Labor Practices by Employers and Unions; Collective Bargaining	Chapter 14; Chapter 15
11/15	OSHA	Chapter 20
11/17	Employee Health, Safety, and Welfare	Chapter 21
11/21 – 11/25	THANKSGIVING BREAK!!	
11/29	Fair Labor Standards Act	Chapter 22
12/1	Review	

12/6	EXAM #3	
12/8	Review	
12/14	Final Exam 8:00 – 10:00 (WEDNESDAY)	Comprehensive

*Should be completed before class on the day indicated.