Instructor: Dave Woehr,  
252A Friday Bldg.  
687-5452  
DWOEHR@UNCC.EDU  
Office Hours: By appointment - call or email and set up a time, or use the link below to set up an appointment via webex.  
https://calendar.google.com/calendar/selfsched?sstoken=UUt0T0dKWVVMdEN2fGRtZmF1bHR8MmQ1MzYwNDNjOWQ2OTgwYWRkY2Q2YyZmMjic3MmVnMWU

Catalogue Description

Employment Law (3)  
This course examines the legislation which impacts human resource management practices in union and non-union settings. Topics covered include fair employment practices, antidiscrimination law, representation elections, unfair labor practices, compensation and benefit legislation, privacy concerns and dispute settlement processes.

Course Overview and Objectives

The overall goal of this course is to provide students with an overview of the legal and regulatory environment of the modern American workplace, including an awareness of the legal, social, economic and political forces impacting the law, and responsive strategies for the business manager. The focus of the course will be on providing students with practical knowledge of legal issues and principles that often arise in the context of human resource management. It is hoped that this knowledge will facilitate students becoming more informed, sensitive, and effective managers.

It should be noted, however, that this course is not intended to be a substitute for professional legal advice. Rather, managers who know how to spot legal issues before they become legal problems will be better able to avoid these problems and to recognize when a lawyer is needed.

Topics to be covered in the course include:

- key federal employment legislation
- affirmative action
- safety and health regulation
- wage and benefit regulation
- labor relations statutes
Required Text:


- CATME Student License. ISBN: 2818440092077

*Please be advised that all assignments, lectures and exams will be based upon the 9th Edition of the text. Should you choose to use a different edition, you are responsible for any differences in the text that you choose.

Course Requirements and Grading

Each student’s performance will be evaluated using the following criteria:

- 10% Classroom Participation and Attendance
- 45% Exams
  - Midterm exam (20%)
  - Final exam (25%)
- 40% Presentations
  - Employment Law in the News (10%)
  - Employment Legislation Group Presentation (15%)
  - Employment Law Related Topic Presentation (15%)

Grading scale:

<table>
<thead>
<tr>
<th>Grade</th>
<th>Score Range</th>
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<tbody>
<tr>
<td>A</td>
<td>90 – 100</td>
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<td>B</td>
<td>80 – 89</td>
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<td>C</td>
<td>70 – 79</td>
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<td>D</td>
<td>60 – 69</td>
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<td>F</td>
<td>&lt;60</td>
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Classroom Participation & Attendance:

Students are encouraged and expected to participate extensively in classroom discussions. Students are expected to complete the assigned readings and come to class prepared to discuss them in class each session. In addition, I would like you to read and review newspapers, journals, and magazines and be able to share current employment law-related concerns with their fellow students on a weekly basis. The quality, significance, and thoughtfulness of class participation will be considered in determining grading.

Students are expected to attend all classes. Students should notify the instructor if they plan to be absent from class so as to make-up any missed assignments.
Students are expected to arrive on time and sign-in for each class. *(A sign-in sheet will be provided each week).* Your attendance at class signals that you are prepared to fully participate.

**Exams:**

There will be a midterm and a final exam. Each of the exams will be of mixed format. Item formats may include multiple choice, short answer, essay, or analysis of a “mini-case”. Exams must be taken when scheduled. The mid-term exam will only be administered during the designated class period (i.e., there will be no make-up exam); if the mid-term is not completed, the final exam will account for 40% of the course grade.

**Presentations/Assignments:**

You will be responsible for three assignments/presentations. The first will be a group project in which your group will be required to present on a key piece of federal employment legislation. The second will be an individual presentation on an HR related topic. More information on these assignments will be presented in class. Finally, the third is a brief ‘employment law in the news’ summary.

*‘Employment Law in the News’*

To increase class discussion and help you see the “real-world” legal and regulatory issues, you must contribute to the discussion with an “employment law in the news” summary during the semester. The “employment law in the news” article must come from established online and/or printed outlets (such as The New York Times, Washington Post, or Wall Street Journal) and **must be related to legal and regulatory issues in the workplace**. Students will be asked to give a short presentation describing/discussing the article in class. An example summary will be provided.

*Federal Legislation Group Project*

The primary objective of this assignment is for your group to generate a presentation focusing on a specific federal employment statute (this will be assigned by the instructor). You should plan on approximately 25 minutes for your presentation. In your presentation you should include:

- Presentation/ Review of the statute with a specific focus on the 6 dimensions of EEO laws
- Key principles/concepts of the statute
- Key cases/precedents with respect to the statute
- Relevant North Carolina State statutes and enforcement provisions
- Recent Cases/Case Study
- Discussion Questions/Topics for the class.
Deliverables include:

- Powerpoint presentation
- Recorded group presentation
- Class case exercise with completed discussion questions

Your presentation will be evaluated both by me and by the class using the items:

1. This presentation was clear and well organized
2. This presentation added to my understanding of regulation pertaining to this statute.
3. Each group member participated in the presentation.
4. This presentation was well prepared and researched.
5. Overall this was a good presentation.

**Employment Law Related Topic Presentation**

The primary objective of this project is for each of you to research and present a brief report on a workplace related topic. Potential topics are located at the bottom of the syllabus. You should select one of these topics and email me with your choice as soon as possible (topics will be assigned on a first-come, first-served basis). Your report should include:

- an overview of the topic,
- key statutes relevant to the topic (both federal and NC)
- recommendations for practice

Deliverables include:

- Powerpoint presentation,
- Recorded presentation (aprox. 10 – 15 minutes).
**Course Policies:**

This syllabus contains the policies and expectations I have established for this course. Please read the entire syllabus carefully before continuing in this course. These policies and expectations are intended to create a productive learning atmosphere for all students. Unless you are prepared to abide by these policies and expectations, you risk losing the opportunity to participate further in the course.

The standards and requirements set forth in this syllabus may be modified at any time by the course instructor. Notice of such changes will be by announcement in class and/or by changes to this syllabus posted on the course website.

All students and the instructor are expected to engage with each other respectfully. Unwelcome conduct directed toward another person based upon that person’s actual or perceived race, actual or perceived gender, color, religion, age, national origin, ethnicity, disability, or veteran status, or for any other reason, may constitute a violation of University Policy 406, The Code of Student Responsibility. Any student suspected of engaging in such conduct will be referred to the Office of Student Conduct.

**E-mail and Canvas**

I will send you e-mail to the e-mail account listed on Canvas. Please be sure that you can receive e-mail sent to your UNCC account. You may review your grades on Canvas. You may download the syllabus, assigned readings, lecture notes, and project instructions from Canvas.

**Electronic devices in class**

The use of laptops for personal use, cell phones, smart phones, or other mobile communication devices is disruptive, and is therefore prohibited during class. Recordings or photos of any kind are not permitted – this includes powerpoint slides. If there is some type of emergency that requires you to keep a cell phone turned on, but kept in a backpack and not used for recording or photo purposes, please discuss this with me before the class begins. Any student who violates this policy will receive a failing grade (F) in the course.

**The UNCC Code of Student Academic Integrity:**

Academic dishonesty will not be tolerated. Any academic integrity issues will be dealt with in accordance with University policies and procedures. Students are reminded of the code of academic integrity stated in the college catalog and are expected to follow it. It reads as follows:

*The UNC Charlotte Code of Student Academic Integrity governs the responsibility of students to maintain integrity in academic work, defines violations of the standards, describes procedures for handling alleged violations of the standards, describes procedures for handling alleged violations of the standards, and lists applicable penalties. The following conduct is prohibited in that Code as violating those standards:*
A. Cheating. Intentionally using or attempting to use unauthorized materials, information, notes, study aids, or other devices in any academic exercise. This definition includes unauthorized communication of information during an academic exercise.

B. Fabrication and Falsification. Intentional and unauthorized alteration or invention of any information or citation in any academic exercise. Falsification is a matter of altering information, while fabrication is a matter of inventing or counterfeiting information for use in any academic exercise.

C. Multiple Submission. The submission of substantial portions of the same academic work (including oral reports) for credit more than once without authorization.

D. Plagiarism. Intentionally or knowingly presenting the work or another as one's own (i.e., without proper acknowledgment of the source). The sole exception to the requirement of acknowledging is when the ideas, information, etc. is common knowledge.

E. Abuse of Academic Materials. Intentionally or knowingly destroying, stealing, or making inaccessible library or other academic resource material.

F. Complicity in Academic Dishonesty. Intentionally or knowingly helping or attempting to help another to commit an act of academic dishonesty.

Disability and Impairment Accommodation:

If you require course adaptations or accommodations because of a disability, or if you have emergency medical information about which I should be informed, please speak with me as soon as possible. Students who require accommodations must work with the Office of Disability Services (704.687.4355). Students are responsible for notifying me of any conditions that may impair their academic performance for which reasonable accommodation can be made.

Diversity Statement

The Belk College of Business strives to create an inclusive academic climate in which the dignity of all individuals is respected and maintained. Therefore, we celebrate diversity that includes, but is not limited to ability/disability, age, culture, ethnicity, gender, language, race, religion, sexual orientation, and socio-economic status.
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<thead>
<tr>
<th>Date</th>
<th>Topic</th>
<th>Reading</th>
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<tbody>
<tr>
<td>Sept. 8</td>
<td>Introduction to Employment Law and the Legal/Regulatory Context of Work</td>
<td>Chap. 1</td>
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<td>• Course Overview</td>
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<td>• Syllabus Review</td>
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<td>Online synchronous class meeting via zoom, link:</td>
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<td>15</td>
<td>Employment Relationships &amp; Regulation</td>
<td>Chap. 2</td>
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<td>• At Will Employment</td>
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<td>• At Will Exceptions</td>
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<td>22</td>
<td>Employment Discrimination –</td>
<td>Chap. 3</td>
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<td>• Legislative Dimensions</td>
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<td>• Title VII</td>
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<td>• Adverse Impact/Disparate Treatment</td>
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<td>29</td>
<td>Employment Practices &amp; Affirmative Action</td>
<td>Chap 4, 5</td>
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<td><em>(No class meeting – please complete assigned readings and review slides posted on CANVAS)</em></td>
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<td>Oct. 6</td>
<td>Employment Discrimination: Race &amp; National Origin</td>
<td>Chap. 6, 7</td>
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<td>• Race</td>
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<td>• National Origin</td>
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<td>13</td>
<td>Employment Discrimination: Gender Issues</td>
<td>Chap. 8, 9</td>
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| Nov. 3 | Employment Discrimination: Age & Disability  
- Age Discrimination in Employment Act (ADEA) – *Group 1*  
- Americans with Disabilities Act (ADA) - *Group 2* |
| Nov. 17 | Employment Environment: Health and Safety  
- Occupational Safety & Health Act (OSHA) - *Group 5*  
- Family and Medical Leave Act (FMLA) - *Group 6* |
| Dec. 1 | Employment Environment: Privacy and Personal Information  
- Genetic Information Nondiscrimination Act (GINA) – *Group 9* |
| 8 | *Student Presentations* |
| 15 | *Student Presentations* |
| 12/17 - 23 | *Final Exam* |
Presentation Topics:

1. Alcohol and Drugs  
2. Non US Citizens/Immigration  
3. Background Checks  
4. Child Labor  
5. Cobra (Health Insurance Continuation)  
6. Contingent/Temporary Workers  
7. CoVid 19/Corona virus and EEOC  
8. Electronic Monitoring  
9. Employee Assistance Programs  
10. Employee Handbooks  
11. Equal Pay/Comparable Worth  
12. Maternity and Pregnancy  
13. Military Service  
14. Political Activity  
15. Email and Internet  
16. References/Reference Checks  
17. Smoking  
18. Bulletin Boards  
19. Bereavement Leave  
20. Polygraph/Lie Detector Tests  
21. Compensable Non-work Time  
22. Jury Duty/Court Appearance  
23. Deductions from Pay  
24. Grievances/Weingarten Rights  
25. Physical Examinations  
26. Negligent Hiring  
27. Social Media in Hiring  
28. Solicitation in the Workplace  
29. Other?
Fall 2020 Addendum

We are clearly living in novel and uncertain times. The current COVID 19 pandemic continues to have a dramatic impact. It has affected the schedule for this semester and no doubt it will impact how we do things for the foreseeable future.

Office Hours:

I will not be holding in person office during the semester. To meet with me, you have 2 options: (1) you can set up a virtual appointment during office hours using the following link:

https://calendar.google.com/calendar/selfsched?sstoken=UUo1T0dKWVVVMdEN2fGRIZmF1bHR8MmQ1MzYwNDjOWQ2OTgwYVbK2Q2YWYzMyc3MmViNWU

(2) you may email me and set up an appointment – once we’ve agreed on a time, I will send you a webex invite.

Because circumstances will certainly impact our ability to interact. I would like each of you to set up at least one webex meeting with me early in the semester (within the first 3 weeks). This meeting will be relatively brief and it is designed for me to get a chance to meet and talk with each of you.

Class Meetings

Class Meeting Structure

This course was originally set up as a face-to-face course with enrollment limited to allow appropriate social distancing requirements in the classroom. However, UNC Charlotte has decided that all courses will be delivered online through the end of September. Thus, we will meet online synchronously via Zoom on September 8th, 15th, and 22nd (links are provided above and through CANVAS). There will be no class meeting on September 29th – there will be material posted online for you to review asynchronously for that class. Currently the plan is to meet face-to-face (in Fretwell 113) beginning on October 6th. Of course, this is subject to conditions at the time. If need be, we will continue meeting online.

COVID 19 Precautions

It is the policy of UNC Charlotte for the Fall 2020 semester that as a condition of on-campus enrollment, all students are required to engage in safe behaviors to avoid the spread of COVID-19 in the 49er community. Such behaviors specifically include the requirement that all students wear a mask while in buildings including in classrooms, labs, and in other instances where social distancing is not possible. Students are permitted to remove masks in classroom or lab settings only when I explicitly grant permission to do so (such as while asking a question, participating in class discussion, or giving a presentation) and while at an appropriate physical distance from others. Failure to comply with this policy in the classroom or lab may result in dismissal from the
current class session. If the student refuses to leave the classroom or lab after being dismissed, the student may be referred to the Office of Student Conduct for charges under the Code of Student Responsibility.

**Presentations:**

Formats for student presentations will be discussed during our first meeting.

**Exams**

Both the midterm and final exams will be designed as out of class exams.