

**MGMT 3243
Employment Law
Course Syllabus, Fall 2020
Tuesday 2:30 – 5:15**

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Office Hours: Tuesday 1 – 2:00
Or email and set up an appointment.
All office hours will via zoom:
<https://uncc.zoom.us/j/96866810071>

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, anti-discrimination 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:

- Bennett-Alexander, D. D. & Hartman, L.P. (2019). *Employment Law For Business* (9th Edition*), New York, NY:McGraw-Hill. ISBN: 9781259722332
- 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:

- 15% Classroom Participation and Attendance
- 45% Exams
 - Midterm exam (20%)
 - Final exam (25%)
- 40% Presentations
 - Employment Law Case Presentation (10%)
 - Employment Legislation Individual Presentation (10%)
 - Employment Legislation Group Presentation (20%)

Grading scale:

A	90 – 100
B	80 – 89
C	70 – 79
D	60 – 69
F	<60

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. 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. Your attendance at class signals that you are prepared to fully participate..

The following ‘assignments’ will be included in the participation and attendance grade:

- ❖ Personal Bio Statement
- ❖ Individual Presentation Topic Choice
- ❖ CATME Surveys
 - TeamMaker
 - Practice Peer Evaluation
 - Final Peer Evaluation
- ❖ Misc. class exercises/assignments

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 a separate HR related law. More information on these assignments will be presented in class. Finally, the third is a brief law case summary.

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). **Your presentation should go beyond and add to the information in the text.** 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
- Class case exercise with completed discussion questions
- In class presentation

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 Legislation Individual Presentation

The primary objective of this project is for each of you to research and present a brief report on a specific legislative act related to employment and the workplace. 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) but no later than February 9th (if you have not chosen a topic by 2/9, one will be assigned to you). Presentations will begin on March 2. I will assign your presentation date,

Your presentation 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

Deliverables include:

- PowerPoint presentation,
- In class presentation (aprox. 10 – 15 minutes).

Employment Case Summary

Current employment law related court case summary: One of the key components of human resource management is the legal and regulatory context in which it occurs. Given the nature of the US legal system, this context is continually changing and evolving. It is important to be familiar with current events in this area. Thus, each of you will be required to find, review, and present to the class a current (within the past 3 years) court decision relevant to employment discrimination or employment law. I would like these presentations to be direct and concise. The objective is to briefly summarize the case, the decision, and implications. Each presentation should be no more than 10 minutes and should include a one- or two-page written handout for class. A “prototype” example and word template is available on CANVAS.

Deliverables include:

- 1-2 page summary
- In class presentation (aprox. 5 - 10 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 students 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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Tentative Topic Outline and Schedule

Date	Topic	Reading
Jan. 26	Introduction to Employment Law and the Legal/Regulatory Context of Work <ul style="list-style-type: none"> • Course Overview • Syllabus Review 	Chap. 1
Feb. 2	Employment Relationships & Regulation <ul style="list-style-type: none"> • At Will Employment • At Will Exceptions 	Chap. 2
9	<i>No Class Meeting</i>	
16	Employment Discrimination – <ul style="list-style-type: none"> • Legislative Dimensions • Title VII • Adverse Impact/Disparate Treatment 	Chap. 3
23	Employment Practices & Affirmative Action	Chap 4, 5
March 2	Employment Discrimination: Race & National Origin <ul style="list-style-type: none"> • Race • National Origin <p><i>Individual Legislation Presentations Begin</i></p>	Chap. 6, 7
9	Employment Discrimination: Gender Issues <p><i>Individual Legislation Presentations Continue</i></p>	Chap. 8, 9
16	Employment Discrimination: Sexual Orientation & Religion <p><i>Individual Legislation Presentations Continue</i></p>	Chap. 10, 11
23	Midterm Exam	

30	<i>No Class Meeting</i>	
April 6	<p>Employment Discrimination: Age & Disability</p> <ul style="list-style-type: none"> • Age Discrimination in Employment Act (ADEA) – <i>Group 1</i> • Americans with Disabilities Act (ADA) - <i>Group 2</i> <p><i>Individual Legislation Presentations Continue</i></p>	Chap. 12, 13
13	<p>Employment Environment: Wages and Benefits</p> <ul style="list-style-type: none"> • Fair Labor Standards Act (FLSA) - <i>Group 3</i> • Employment Retirement Income Security Act (ERISA) - <i>Group 4</i> <p><i>Individual Legislation Presentations Continue</i></p>	Chap, 16
20	<p>Employment Environment: Health and Safety</p> <ul style="list-style-type: none"> • Occupational Safety & Health Act (OSHA) - <i>Group 5</i> • Family and Medical Leave Act (FMLA) - <i>Group 6</i> <p><i>Individual Legislation Presentations Continue</i></p>	
27	<p>Employment Environment: Labor Relations</p> <ul style="list-style-type: none"> • National Labor Relations Act (NLRA) - <i>Group 7</i> • Taft-Hartley Act – <i>Group 8</i> <p><i>Individual Legislation Presentations Continue</i></p>	Chap. 15
May 4	<p>Employment Environment: Privacy and Personal Information</p> <p><i>Individual Legislation Presentations Continue</i></p>	Chap. 14
TBA	<i>Final Exam</i>	

Presentation Topics:

- Lilly Ledbetter Fair Pay Act
- Pregnancy Protection Act
- Equal Pay Act
- Women's Health and Career Rights Act
- NC Equal Employment Practices Act (NC 6.S. 143-422.2)
- North Carolina Handicapped Persons Protection Act (G.S 168A-5)
- North Carolina Discrimination in Business Act (NC G.S. 75B 1-7)
- Federal Employment Compensation Act
- Pension Protection Act
- Paycheck Fairness Act
- Consolidated Omnibus Budget Reconciliation Act (COBRA)
- Federal Insurance Contribution Act
- Federal Unemployment Tax Act
- Affordable Care Act
- Drug Free Workplace Act
- Medicare Modernization Act
- Health Insurance Portability and Accountability Act
- Landrum Griffin Act
- Worker Adjustment and Retraining Notification (WARN) Act
- Controlled Substance Examination Regulation Act
- Omnibus Transportation Employee Testing Act
- Fair Credit Reporting Act
- Genetic Information Nondiscrimination Act (2008)
- Polygraph Protection Act
- Electronic Communications Privacy Act
- Computer Fraud and Abuse Act
- Defend Trade Secrets Act
- Fair Trade Act
- Jobs for Veterans Act
- Uniformed Services Employment and Reemployment Rights Act (USERRA)
- Immigration Reform and Control Act
- Personal Responsibility and Work Opportunity Act
- Rehabilitation Act
- Setting Every Community Up for Retirement Enhancement (SECURE) Act

Spring 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 log into zoom during established office hours using the following link:

<https://uncc.zoom.us/j/96866810071>

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

Class Meetings

Class Meeting Structure

All class meetings will be online via zoom. We will meet synchronously at the assigned course time. During our online meetings you should have your video on and audio muted except when presenting or discussing/asking questions

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.