



Soules College of Business
BLAW 4320-001 (Spring 2024)
Employment Law

COURSE SYLLABUS (Revised 01/03/2024)

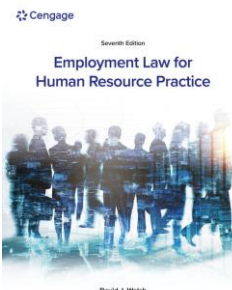
COURSE INFORMATION

Course Title: Employment Law
Course Number: BLAW 4320-001 (20868)
Credit Hours: 3
Classroom: Soules COB 203
Class Hours: Tuesday/Thursday 3:30 pm – 4:50 pm
Type of Course: This course is delivered as a face-to-face course, although there may be some online components to it.

INSTRUCTOR

Instructor: Kevin T. White, Assistant Professor of Business Law
Phone: (903) 565-6568
Email: kevinwhite@uttyler.edu
Office: COB 350.16
Office Hours: Tue 1:30 pm – 3:00 pm
Wed 9:30 am – 11:30 am
Thu 1:30 pm – 3:00 pm
Also available at other times by appointment.
Communication: Email is the best way to contact me, but you can also communicate with me through Canvas. Or come by my office during office hours.

COURSE MATERIALS



Required Textbook *Employment Law for Human Resource Practice, 7th Ed.*
by David J. Walsh (Cengage 2023)
eTextbook ISBN: 9780357717608
Hardcopy ISBN: 9780357717547

You can get semester access to the eTextbook from the publisher for about \$44.
<https://www.cengage.com/c/etextbook-employment-law-for-human-resource-practice-7e-walsh/9780357717608/?searchIsbn=9780357717608>

Supplemental Materials I may also assign or distribute supplemental materials, which may include cases, statutes, administrative regulations, articles or excerpts from periodicals. **CHECK CANVAS** frequently for additional readings. I may also point you to some outside links for other materials or

information of interest. Don't worry--you don't have to memorize the information in the supplemental materials. But chances are, if you ignore the supplemental materials, you won't get as much out of this course.

CANVAS & PATRIOT MAIL

Announcements, notifications, assignments, due dates, supplemental materials, class updates, changes in the course schedule, grades and more will be posted on or accessible through [Canvas](#). Additional notifications will be sent to your [Patriot email](#) address. **You are expected to regularly check Canvas and your Patriot email for notifications about this class.**

COURSE OVERVIEW/LEARNING OUTCOMES

- A. Course Overview. This course examines major issues in employment law by focusing primarily on the extensive legal environment of the modern workplace. It will examine critical components of employment law from both the employer and employee perspective. This course is primarily designed to introduce business students to a wide range of problems involving hiring, firing, discrimination, harassment, and accommodation. Additional emphasis will be placed on importance of employer-employee relationships.
- B. Topics Covered/Learning Outcomes. By the end of the course, it is expected that you will understand how some of the major areas of labor and employment law impact individuals, organizations, and society. You will look at these areas of the law from the perspective of management, throughout the employment lifecycle. You will be able to use analytical and critical problem-solving skills to apply the legal concepts you learn in this course to a myriad of fact situations. Broadly speaking, we will look at:
- Overview of Employment Law
 - The Employment Relationship
 - Employment Discrimination
 - Harassment
 - Recruitment
 - Accommodating Disability and Religion
 - Background Checks, References, and Verifying Employment Eligibility
 - Hiring and Promotion
 - Work–Life Conflicts and Other Diversity Issues
 - Wages, Hours, and Pay Equity
 - Benefits
 - Occupational Safety and Health
 - Privacy on the Job
 - Terminating Individual Employees
 - Downsizing and Post-Termination Issues

REQUIRED WORK

- A. Examinations. There will be three (3) exams, including the final exam. The exams will be made up of a combination of objective (multiple choice and true/false) and short-answer questions. The examinations may cover any matters contained in the course materials or which are discussed in class. Together, the exams are worth 300 points. **You will be allowed to bring a “cheat-sheet” into the examination—that is, a single sheet, front and back, of your notes, either handwritten or typed.**

The exams must be taken on the date and time specified in the Course Schedule. If, due to illness or other compelling reasons beyond your control, you are unable to take an exam during the specified time, you should contact me (in advance if possible) to make other arrangements for taking the exam.

- B. In-Class Discussions. In order to encourage discussion and collaboration, we will be doing a total of six (6) in-class group discussion projects. The dates for these projects are reflected in the Course Schedule below. The

class will be divided into groups of 4-6 persons or so for the purposes of engaging in these group discussion projects. Each group will then be given an opportunity to present its findings and conclusions to the entire class. Each group will get a grade based upon its findings and conclusions. I reserve the right to deduct from any individual's score if, in my sole discretion, the individual did not appear to meaningfully participate in and contribute to the group's work on a project. Each discussion project is worth 15 points, and together, the group discussion projects are worth 90 points.

- C. Out-of-Class Projects. You will be required to complete six (6) out-of-class assignment or projects. Further details about these assignments or projects will be posted in Canvas. Each project is worth 25 points for a total of 150 points.
- D. Attendance. Attendance is worth 60 points. Attendance will not be taken on exam dates. On all other class periods, you will earn 2.4 points for each class attended, for up to 60 points. BUT, if I call on you and you appear to me to be unprepared for class, or if I suspect that you are doing something else on your laptop, tablet or phone, or if you otherwise engage in disruptive behavior, I will deduct from your attendance points for that day IN MY SOLE DISCRETION. I MAY ALSO DEMAND THAT YOU LEAVE THE CLASSROOM! **Note: the point structure is designed to allow you to miss up to 3 class periods without penalty or excuse. Any additional excused absences will require satisfactory documentation.**
- E. Reading Assignments. Naturally, you are expected to read each of the chapters assigned in the Course Schedule. It is okay to read ahead. There is a bunch of reading in this course, some of it more interesting than others. Many of the concepts have to be digested before they are understood. **Don't get behind**—it is too hard to catch up with this much material!
- F. Grade Allocation. Your grade is allocated as follows:

Item	Points	% of Grade
Exams	300	50%
In-Class Group Discussions	90	15%
Out-of-Class Projects	150	25%
Attendance	60	10%
Total	600	100%

- G. Grade Determination.

<u>Points</u>	<u>Average</u>	<u>Letter Grade</u>
540+	90-100%	A
480-539.9	80-89%	B
420-479.9	70-79%	C
360-419.9	60-69%	D
0-359.9	0-59%	F

- H. Extra Credit. Extra credit may be given in my sole discretion.

COURSE POLICIES

- A. Attendance Policy. **Come to class!** You are expected to attend class meetings regularly and on time. To encourage attendance, which will enhance your learning, attendance is a component of your grade.

- B. Preparation. **Be prepared!** Advance preparation for class increases understanding and retention of the course material and greatly enhances the learning experience. You are expected not only to come to class, but to come prepared.
- C. Late Work. **Do your work on time!** Late work is generally not accepted.
- D. Exams. **Take your exams when given!** Exams will be administered IN CLASS and will be closed book, closed note except as otherwise indicated. Makeups will be allowed only for compelling reasons, in the discretion of the instructor.
- E. Distractions. **Pay attention!** No talking during class, except to participate in class discussion. You may not make or receive phone calls during class; please turn your phone OFF or to SILENT. An occasional text is okay, but please refrain from protracted text conversations or excessive texting. If you have a laptop or tablet, use it to take notes only. You may not watch movies, stream audio or video, surf the web, fool around with Facebook or anything like that, either on your phone, tablet or laptop. You may not keep earbuds or similar devices in your ears (unless necessary for a hearing impairment) during class time. Electronic devices may only be used to enhance your classroom experience, not distract you from it. **YOU ABSOLUTELY MAY NOT BECOME A DISTRACTION TO ME OR TO OTHER STUDENTS!!! I MAY DEMAND THAT YOU LEAVE THE CLASSROOM! I MAY ALSO DEDUCT SOME OR ALL OF YOUR ATTENDANCE POINTS FOR THE SEMESTER. IN MORE EGREGIOUS CASES, I MAY REFER YOU FOR DISCIPLINARY ACTION.**

F. UNIVERSITY POLICIES & INFORMATION

Important UT Tyler policies and information may be found at:

<https://uttyler.instructure.com/courses/39407/pages/university-policies-and-information-2>

I would like to emphasize this one:

Academic Honesty and Academic Misconduct. The UT Tyler community comes together to pledge that “Honor and integrity will not allow me to lie, cheat, or steal, nor to accept the actions of those who do.” Therefore, we enforce the [Student Conduct and Discipline policy](#) in the Student Manual of Operating Procedures (Section 8).

G. STUDENT RESOURCES

Resources to assist you in this course and other resources available for UT Tyler students may be found on Canvas at:

https://uttyler.instructure.com/courses/39407/pages/student-resources-2?module_item_id=1939125

H. AMENDMENTS TO SYLLABUS

I reserve the right to amend and revise this Course Syllabus and/or the Course Schedule--but will give notice of any amendment.

I. COURSE SCHEDULE

The initial Course Schedule is attached but may be amended periodically through Canvas notification. Look to Canvas for more detailed information.

COURSE SCHEDULE (01.03.2024)

Week	Date(s)	Chapter and Topic	Project
MODULE 1			
1	Jan 16	Welcome and Introduction	n/a
	Jan 18	Chapter 1 -- Overview of Employment Law	n/a
2	Jan 23	Chapter 2 - The Employment Relationship	n/a
	Jan 25	Chapter 2 - The Employment Relationship	In-Class Group Discussion # 1 (IC Classification)
3	Jan 30	Chapter 3 - Overview of Employment Discrimination	Project # 1 Due (complete IRS Form SS-8)
	Feb 1	Chapter 3 - Overview of Employment Discrimination	n/a
4	Feb 6	Chapter 4 - Recruitment	In-Class Group Discussion # 2 (Discrimination)
	Feb 8	Chapter 5 - Background Checks, References, and Verifying Employment Eligibility	Project # 2 Due (Review and annotate employment contract)
5	Feb 13	Chapter 5 - Background Checks, References, and Verifying Employment Eligibility	n/a
	Feb 15	Exam No. 1 – Chapters 1, 2, 3, 4, and 5	
MODULE 2			
6	Feb 20	Chapter 6 – Employment Tests	n/a
	Feb 22	Chapter 6 – Employment Tests	In-Class Group Discussion # 3 (Negligent Hiring and Respondeat Superior)
7	Feb 27	Chapter 7 – Hiring and Promotion Decisions	Project # 3 Due (Essay on California cannabis statutes)
	Feb 29	Chapter 8 – Harassment	n/a
8	Mar 5	Chapter 8 – Harassment	In-Class Group Discussion # 4 (Sexual Harassment)
	Mar 7	Chapter 9 –Accommodating Disability and Religion	Project # 4 Due (Create short sexual harassment training video)
9	Mar 12	NO CLASS: Spring Break	
	Mar 14	NO CLASS: Spring Break	
10	Mar 19	Chapter 9 –Accommodating Disability and Religion	n/a

Week	Date(s)	Chapter and Topic	Project
	Mar 21	Chapter 10 – Work–Life Conflicts and Other Diversity Issues	n/a
11	Mar 26	Exam No. 2 – Chapters 6, 7, 8, 9, and 10	
	Mar 28	Chapter 11 – Wages, Hours, and Pay Equity	n/a
MODULE 3			
12	Apr 2	Chapter 11 – Wages, Hours, and Pay Equity	In-Class Group Discussion # 5 (Pay Equity)
	Apr 4	Chapter 14 – Occupational Safety and Health	Project # 5 Due (Complete FLSA Designation Worksheet)
13	Apr 9	Chapter 14 – Occupational Safety and Health	n/a
	Apr 11	Chapter 15 – Privacy on the Job	In-Class Group Discussion # 6 (Employee Privacy)
14	Apr 16	Chapter 15 – Privacy on the Job	Project # 6 Due (Draft Employee Privacy Policy)
	Apr 18	Chapter 16 – Terminating Individual Employees	n/a
15	Apr 23	Chapter 17 – Downsizing and Post-Termination Issues	n/a
	Apr 25	Chapter 17 – Downsizing and Post-Termination Issues	n/a
16	May 2 (Thursday) 3:30 pm	Exam No. 3 (Final Exam) – Chapters 11, 14, 15, 16, and 17	