



Soules College of Business
BLAW 4320-001 (Spring 2025)
Employment Law

COURSE SYLLABUS (Revised 01.06.2025)

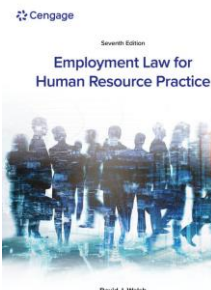
COURSE INFORMATION

Course Title: Employment Law
Course Number: BLAW 4320-001 (20939)
Credit Hours: 3
Classroom: Soules COB 203
Class Hours: Tuesday/Thursday 9:30 am – 10:50 am
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 11:00 am – 12:00 pm; 3:30 pm — 4:30 pm
Thu 11:00 am – 12:00 pm; 3:30 pm — 4:30 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 2024)
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.** 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:

Module 1

- Overview of Employment Law, including sources of employment laws, applicability, and procedures for enforcement of substantive rights
- The Employment Relationship, including tests for classification of workers as independent contractors or employees, joint employment, and agency
- Recruitment, including equal employment opportunity and affirmative action, foreign nationals, pre-employment inquiries, and applications
- Background Checks and Verifying Employment Eligibility, including employment verification and IRCA, criminal and other background checks, respondeat superior, and negligent hiring
- Employment Testing, including drug testing, medical exams, polygraphs, and applicability of ADA and GINA

Module 2

- Employment Discrimination, including protected classes, types of discriminatory conduct, and legal framework
- Hiring and Promotion Decisions, including facially discriminatory practices, bona fide occupational qualifications, appearance, sex-stereotyping, caregiver discrimination, promissory estoppel, and promotions
- Harassment, including quid pro quo and hostile environment, employer liability, and policies and training
- Accommodating Disability and Religion, including overview of the ADA, interactive process and reasonable accommodation, and religious accommodation
- Work-Life Conflicts and Other Diversity Issues, including leave laws like the FMLA, accommodating pregnant workers, and uniform service members

Module 3

- Wages, Hours, and Pay Equity, including the FLSA, minimum wage, overtime, EAP exemptions, and equal pay,
- Occupational Safety and Health, including the OSH Act, workers' compensation laws, and

- employment safety programs
- Privacy on the Job, including intrusion, appropriation, medical and employment records, and surveillance
- Terminating Employees, including wrongful discharge, constructive discharge, whistleblower protections, and employment at will
- Downsizing and Post-Termination Issues, including compliance with the WARN Act and COBRA

REQUIRED WORK

- A. Examinations. There will be three (3) exams (one in each module), 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. Each exam is worth 150 points, and together, the exams are worth 450 points.

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. The class will be divided into groups of 4-6 persons 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, with each person in the group required to present. Each group will get a grade based upon its findings and conclusions. The grade may include a peer-review component. Each discussion project is worth 15 points, and together, the group discussion projects are worth 90 points. If you are absent during one of the In-Class discussions, you will have the opportunity to submit a short assignment to make up that grade.
- C. Out-of-Class Projects. You will be required to complete six (6) out-of-class assignments 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 2.5 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 believe 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.** IF YOU HAVE EIGHT (8) OR MORE UNEXCUSED ABSENCES (including the “freebies”), YOU WILL RECEIVE A GRADE OF ZERO (0) FOR ATTENDANCE.
- E. Reading Assignments. Naturally, you are expected to read each of the chapters assigned in the Course Schedule. It is okay to read ahead. **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	450	60%
In-Class Group Discussions	90	12%
Out-of-Class Projects	150	20%
Attendance	60	8%
Total	750	100%

G. Grade Determination.

<u>Points</u>	<u>Average</u>	<u>Letter Grade</u>
675+	90-100%	A
600-674.9	80-89%	B
525-599.9	70-79%	C
450-524.9	60-69%	D
0-449.9	0-59%	F

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

COURSE POLICIES

A. Use of Generative AI. You will be allowed to use ChatGPT, Copilot, or any other generally accepted generative AI tool to help you prepare your Out-of-Class Projects. But you will be ultimately responsible for what you prepare, including its content, and in ensuring that project meets the requirements of the assignment. You may also use the generative AI tools to assist you during your In-Class Discussions, but not to the exclusion of meaningful dialogue with your group.

B. 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.

C. 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.

D. Late Work. **Do your work on time!** Late work is generally not accepted.

E. 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.

F. 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, airpods 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.**

G. UNIVERSITY POLICIES & INFORMATION

Important UT Tyler policies and information may be found at:

https://uttyler.instructure.com/courses/44904/pages/university-policies-and-information?module_item_id=2263295

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).

H. 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/44904/pages/student-resources?module_item_id=2263294

I. 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.

J. COURSE SCHEDULE

The initial Course Schedule may be found as a separate document in the Syllabus Module but may be amended periodically through Canvas notification. Look to Canvas for more detailed information.