

Brief Syllabus
37:575:315 Employment Law

Course Description:

Overview of employment-at-will and its limitations; wages & hours; medical/family leave; privacy; drug testing; workers compensation; and fundamental anti-discrimination law.

Important information:

This class is required for the BS in Labor and Employment Relations. It is highly recommended, but not required, for the BA in Labor Studies and Employment Relations or for any of the minors offered by the department. It is a core course for the major in Human Resource Management. It is also suitable for all students – including non-majors. It is offered both online and in-person.

Learning Objectives. The student is able to:

Labor Studies and Employment Relations Department:

- Apply employment relations legal concepts, and substantive institutional knowledge, to understanding contemporary developments related to work. (Goal 2).

School of Management and Labor Relations:

- Demonstrate an understanding of how to apply knowledge necessary for effective work performance. (Goal VI)

Assessment of student success in meeting learning objectives:

Typically a rubric is applied to a particular essay or short answer questions on the final exam for this purpose.

In addition, grades are also based on student performance in exercises, discussions, short written assignments, and objective items on exams.