Course Syllabus

Employment Law

**Instructor:** Rosemarie Cipparulo, Esq.

**Contact:** Use Course Inbox Email Tool

**Course Number:** 37:575:315:T1

**Semester:** Summer 2020

Employment Law is a fully online course. Students requiring technical assistance should contact the help desk:

**Using CANVAS platform:** Course tools or addressing exam issues. Call toll free 24 hours a day, 7 days a week: **877- 7RUTGER (877-778-8437)**

**Email:** help@ecollege.rutgers.edu

**NetID or Rutgers email problems:** Call 732-445-HELP (4357)

**Problems logging into the course:** Call Monday through Friday 9 am – 5 pm: 732-932-4702

**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.

**LSER Learning Objectives**

Demonstrate an understanding of the perspectives, theories, and concepts in the field of labor and employment relations;

Make an argument in the field of labor and employment relations using contemporary and/or historical evidence;

Communicate effectively in modes appropriate to labor and employment relations.

**Course Requirements**
Reading, Audio/Video Assignments

Reading

Students read textbook chapters, court decisions, and internet based resources. Required textbook: Robert N. Covington, *Employment Law in a Nutshell. 4th Edition. West Nutshell Series.* (referred to as "Nutshell"). Additional required readings are already uploaded into the course shell or a link to external material is available.

Audio/Video

Students are required to watch instructor generated and other video presentations. All video material is provided through links within the course shell.

Writing Assignments

Two writing assignments require students to reflect on course material, engage in online searches to connect employment law concepts with current events and perceptions, and develop/state opinions. Students will choose a topic for their second writing assignment early in the semester. Writing assignments are organized into three sections: overview, reflection, resources.

Writing Assignment #1: Biography: Introduction & Connection with Employment Law Topics

Writing Assignment #2: Contemporary Issues: Employment Discrimination or Employee Rights Half the class will submit their second writing assignment, designated as writing assignment 2A, on July 8 while the other half of the class will submit their second writing assignment, designated as 2B on July 29.

Peer Review and Comment on Writing Assignments

Students read and reflect on the content of each other’s writing assignments. Students exhibit their knowledge of employment law and critical thinking skills when defending their opinions shared within their comments.

All students must make 8 comments on the writing assignment 2 - 4 separate comments on writing assignments 2A and 4 separate comments on writing assignment 2B.

Forums

There will be 2 forums or threaded discussions. The first forum will begin in week 4 of the class and the second will begin in week 10. Students will be required to make three
substantive comments in each forum. The forums will be based on topics of particular interest in the field of employment law.

Exams

Students complete 2 exams during the semester. Exams focus on required course material addressed in weeks listed below. Weeks 1 – 7: Assessed in the mid-term exam in week 7 of the class. Weeks 8–10: Assessed in the final exam in week 11.

Exams consist of true/false and multiple choice questions. Each exam is open for 3 days, during this period students may enter the online exam area to complete the exam. A 1 hour limit is set for each exam.

Grading

A final grade is based on a 1000 point system. Each assignment is worth a specific number of points. Total points accumulated determines final course grade.

Writing Assignments: Two writing assignments 370 points
Writing Assignment Comments: Eight comments 160 points
Two Forums: Six Comments 120 points
Exams: Two exams 350 points
Total Points: 1000

Point Equivalent to Final Grade

<table>
<thead>
<tr>
<th>Outstanding</th>
<th>Good</th>
<th>Satisfactory</th>
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<tbody>
<tr>
<td>1000 - 900 Points = A</td>
<td>899 – 860 Points = B+</td>
<td>799 – 760 Points = C+</td>
</tr>
<tr>
<td>859 – 800 Points = B</td>
<td>759 – 700 Points = C</td>
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Poor

<table>
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<tr>
<th>Poor</th>
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<tbody>
<tr>
<td>699 - 600 Points = D</td>
<td>599 and below = F</td>
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POLICIES AND PROCEDURES

Class Sessions

Employment Law Summer 2018 37:575:T1

Students are expected to enter the course for the first time on the first day of the semester.
The course begins on Tuesday, May 26.

A weekly message will be posted on the Announcements page by **12 pm every Tuesday**. Information about content or assignment procedure is available within the weekly message.

**Due Dates**

Writing Assignments must be completed by 11:59 pm Eastern Time the day the assignment is due.

Deadlines are listed on the course calendar.

Writing Assignment Late Penalties: up to 24 hours late (12 midnight - 11:59 pm) - 10% of the value of the assignment; up to 48 hours late (12 midnight – 11:59 pm) - 20% of the value of the assignment. **Writing assignments will not be accepted after the 48 hour late period.**

Exams must be completed within the 3 day open period. As students are given a three day period to complete the exam, no extensions are available.

**CHECKING EMAIL**

**Instructor’s Email Checking Policy**

Unless you receive advance notification, I will check my email by 10:00 am Eastern Time every workday. If you send a comment or question, you will receive a response within 24 hours.

**Students Announcement and Email Checking Policy**

It is the responsibility of the student to check for incoming course related messages at least 2 times a week. The weekly message is sent Tuesday mornings. Students are advised to open and read the message on Tuesdays.

**COURSE SCHEDULE**

**Weeks 1 - 2**

**Topic 1:** Course Overview Reading

Syllabus, Calendar, Grading
Tech FAQs (Computer and Internet requirements, how to use course tools and request technical assistance)

**Video**

Instructor Welcome and Course Overview  (Prof. Rosemarie Cipparulo)

**Topic 2: Understanding the Court System**

**Reading**

Internet Resource

"Understanding the Federal Courts"  
[http://www.uscourts.gov/FederalCourts.aspx](http://www.uscourts.gov/FederalCourts.aspx) (Links to an external site.) "Welcome to the New Jersey Court System"  
[http://www.judiciary.state.nj.us/process.htm](http://www.judiciary.state.nj.us/process.htm) (Links to an external site.)

**Topic 3: Anatomy of an Employment Lawsuit**

**Reading**

Sample Complaint filed in NJ Superior Court  
Internet Resource

"Civil Cases"  

**Video**

Instructor Created Overview (Prof. James Cooney)

**Assignment:**

**Choose Topic: Writing Assignment #2A and 2B by June 2.**

**Writing Assignment #1 – by end of week 2 (11:59 p.m. June 8;** Biography:

Introduction & Connection with Employment Law Topics

**Week 3**

**Topic 1: Remedies**

**Reading**

Nutshell, pp. 531-553

**Video**

Remedies (Prof. James Cooney)
**Topic 2:** Employment at Will & Exceptions  
*Reading*
Nutshell, pp. 37-77


*Video*

Employment at Will (Prof. James Cooney)

**Week 4**

**Topic 1:** Constitutional Issues  
*Reading*
Nutshell, pp. 18-20, 173-198, 203-212

*City of Ontario v. Quon*, U.S. No. 08-1332 (06/17/2010)

**Internet Resource**

"Can Bosses Do That?"  

**Topic 2:** Drug Testing  
*Reading*


**Assignment:**

*Forum #1 begins June 16. First comment due June 18 and all three comments due by 11:59 p.m. June 22.*

**Week 5**

**Topic 1:** Title VII of the Civil Rights Act of 1964  
*Reading*
Nutshell, pp. 229-264

**Topic 2:** Equal Employment Opportunity Commission ("EEOC")  
*Reading*
Sample EEOC Charge of Discrimination  
*Internet Resource*
EEOC Website, “Filing a Charge of Discrimination” [http://www.eeoc.gov/employees/charge.cfm](http://www.eeoc.gov/employees/charge.cfm) (Links to an external site.)

**Video**

EEOC (Prof. James Cooney)

**Topic 3:** Race & Color Discrimination

*Reading*


**Video**

Theories of Action (Profs. Rosemarie Cipparulo and Lisa Schur)

**Assignment:**

Students who chose a topic from the first part of the semester should work on writing assignment #2A

**Week 6**

**Topic 1:** National Origin Discrimination

*Reading*


**Topic 2:** Disability Discrimination

*Reading*


**Video**

Disability Myths (Profs. Rosemarie Cipparulo and Lisa Schur)

**Topic 3:** Religious Discrimination

*Reading*


**Video**

Assignment:

Writing assignment #2A due by 11:59 p.m. July 6

Week 7

Topic 1: Sexual Harassment and Discrimination

- **Reading**

- **Video**
  - Sexual Harassment (Prof. Lisa Schur)

Mid-term exam


Week 8

Topic 1: Whistleblower Protection

- **Reading**

Topic 2: Employment Related Torts

- **Reading**

Assignment:

Every student, whether you do writing assignment 2A or 2B must make Peer Comments on Writing Assignment #2A – 4 Comments by the end of week 8 – 11:59 p.m. July 20.
Week 9

**Topic 1:** Privacy Issues in the Workplace **Reading**

**Topic 2:** Workplace Bullying
**Reading**
New Jersey Healthy Workplace Act
**Video**
Workplace Bullying (Prof. Rosemarie Cipparulo)

**Topic 3:** Family & Medical Leave (FMLA and NJFLA) **Reading**
Internet Resource

**Assignment:**
Forum #2 opens at 12:01 a.m. July 21 and closes 11:59 p.m. July 27.

Week 10

**Topic 1:** Non-Compete & Confidentiality Agreements **Reading**
Nike, Inc. v. McCarthy, 379 F.3d 576 (9th Cir. 2004)

**Topic 2:** Worker's Compensation
**Reading**

**Assignment**: Writing assignment #2B for those students who chose a topic from the second half of the semester is due by 11:59 p.m. July 28.

**Week 11**

Assignment: Every student, whether you do writing assignment 2A or 2B must make 4 comments on writing assignment 2B. All 4 peer comments on writing assignment #2B due by 11:59 p.m. August 3.

**Final Exam Preparation/Complete Exam**

Final exam open 12:01 a.m. Friday, August 7 through 11:59 pm Monday, August 10. Graded exam available after exam period closes.