

**RUTGERS**  
**SCHOOL OF MANAGEMENT AND LABOR RELATIONS**  
**DEPARTMENT OF HUMAN RESOURCE MANAGEMENT**

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EMPLOYMENT LAW

38:533:566:02

FALL 2021

IN PERSON - Tuesdays 4:30-7:10

Janice Levin Bldg. Room 006

Contact Email: [srrubin@rutgers.edu](mailto:srrubin@rutgers.edu)

***Office Hours By Appointment***

**Professor Sheri-Rose Rubin**

This course will survey how employment is regulated in the United States by the legislature and the courts and provide students with an understanding of how to interpret that regulation. Through the process of legal reasoning, case studies, historical analysis and review of current events, the student will gain knowledge of:

- The best practices in employer and employee relations;
- How to prevent legal disputes;
- Methods of judicial, administrative, and alternative dispute resolution; and
- The complex statutory framework of employment regulation.

The main topics will include six units:

- The Study of Law Employment Relationship
- Hiring
- Termination
- Employment Discrimination
- Occupational safety and health

***And, new for 2021 – changes to the workplace due to a global pandemic!***

All courses within the MHRM program are intended to advance students' cognitive skills and processes. This course is central to lifelong learning and participation in society and the workplace in the following areas and students are expected to master:

**Written & Oral Communication – Communicate effectively at a level and in modes appropriate to an entry level professional.**

- Communicate complex ideas effectively, in standard written English
- Analyze and synthesize information and ideas from multiple sources to generate new insights
- Produce quality research papers with proper convention of attribution/citation
- Produce high quality executive summaries
- Make an argument using contemporary and/or historical evidence
- Present ideas and arguments in a logical and effective way

**Understanding Context - Evaluate the context of workplace issues, public policies, and management decisions**

- Analyze the degree to which forms of human difference shape a person's experience of, and perspectives on work
- Analyze a contemporary global issue in their field from a multi-disciplinary perspective
- Analyze issues related to business strategies, organizational structures, and work systems
- Analyze issues of social justice related to work across local and global contexts
- Analyze issues related to the selection, motivation, and development of talent in a global context

**Application – Demonstrate an understanding of how to apply knowledge necessary for effective work performance**

- Apply concepts and substantive institutional knowledge, to understanding contemporary developments related to work
- Understand the legal, regulatory and ethical issues related to their field
- Develop human resource management functional capabilities used to select, motivate, and develop workers (HRM)
- Understand the internal and external alignment and measurement of human resource practices (HRM)

REQUIRED MATERIAL:

**Employment Law for Human Resource Practice, 6th Edition**

- **David J. Walsh**
- **ISBN-10: 978-1-337-55532-6**

Please consult CANVAS for discussions, assignments, and additional reading resources.

**Additional information:**

- Students are expected to read the daily news in any source you like. Employment law events happen everywhere every day and be prepared to discuss current events every week.

**GRADING SCHEME**

Graded assignment Fishbowl Unit One – 10%

Graded assignment Fishbowl Unit Two – 10%

Mid-Term/Project -30 %

Final Exam/Project -30%

Participation/Case Briefing – 20%

Class participation makes this course interesting. You are expected to participate fully. Every student should expect to be called on in class to answer questions about our material. Please be prepared. All students will be given an opportunity to participate in meaningful ways.

I will come to class prepared to teach and learn from you. Your obligation as a student in this class is to attend all classes, come prepared, having already read the material, ready for stimulating discussion. During each class, I will give you a note card to record your participation and ask any questions you wish to discuss in the future.

100 - 90 A  
89 - 85 B+  
84 - 80 B  
79 - 75 C+  
74 - 69 C  
Below 69 F

## ACCOMMODATIONS

Any requests for reasonable accommodations due to disability will be reviewed on an individual basis. Students with documented disabilities who require academic accommodations must comply with the procedures of the Office of Disability Services for Students (<http://disabilityservices.rutgers.edu/>) (848) 932-2848; fax (848) If you are having a general problem in this class and need assistance, please discuss your issue with me as soon as it presents itself. Please do not wait until the end of the semester when your grade has already been determined.

READING ASSIGNMENTS - SUBJECT TO CHANGE AND MAY BE ASSIGNED IN A DIFFERENT ORDER DEPENDING UPON OUR DISCUSSIONS

### ***Unit One - Law School in 30 Minutes or Less***

Reading: Chapter 1

### ***Unit Two - An Employee is Someone Who is Employed by an Employer (Thank you, Department of Labor)***

Reading: Chapter 2

### ***Unit Three -You can't fire ME!!!!***

***“You take my life when you take the means whereby, I live.” William Shakespeare***

Reading: Chapters 15, 16, 17

### ***Unit Four - Show Me the Money***

Reading: Chapters 4, 7, 11

### ***Unit Five - Too Sick or Hurt to Work***

Reading: Chapter 14

### ***Unit Six - Are You Discriminating or Are You Discriminating? Never Discuss Religion or Politics... And, No, There is Nothing WRONG with Me.***

Reading: Chapters 8, 9, 10