

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

EMPLOYMENT LAW

Fall 2018

Janice Levin Building Room 004 (Basement)

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Office Hours By Appointment Only or Before and After Class

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, and historical analysis, 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;
- The complex statutory framework of employment regulation;
- The main topics will include:
 - Employment Relationship
 - Hiring
 - Privacy and Performance
 - Terms of Employment, Compensation and Benefits
 - Termination of Employment
 - Employment Discrimination
 - Occupational safety and health

All courses within the MHRM program are intended to advance students' cognitive skills and processes. This course, in particular, 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

The required text is:

Employment Law for Human Resource Practice, 5th Edition

- David J. Walsh Miami University
- ISBN-10: 1305112121 | ISBN-13: 9781305112124

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

Assignments may be updated and posted in SAKAI so please check your email and class page regularly. Students are expected to read the daily news in any source you like. Employment law events happen everywhere everyday.

GRADING SCHEME

Graded assignment Unit One - 10%
Graded assignment Unit Two - 10%
Mid-Term -30%
Final Exam-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.

There will be no cheating of any type tolerated in this class. **You cannot use computers, dictionaries or language converters to assist you during exams or quizzes.** It is my *preference* that you do not use laptop computers to take notes in class as the temptation to browse the internet, check email, Facebook or shop is just too strong and is distracting to the other students. You will be asked to sign an Academic Integrity Contract on the first day of class and cannot continue in the class without signing it.

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.

Voluntary make-up classes may be scheduled, if necessary, due to holidays, emergencies, or days off.

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

Chapters 1 & 2 (Overview of Employment Law and The Employment Relationship)

Chapters 12 & 13 (Wages, Hours and Pay and Benefits)

Chapter 15 (Occupational Safety and Health)

Chapter 18 (Termination)

Chapters 18 and 19, continued (Termination and Downsizing)

Chapters 5 and 6 (Background Checks, References, Employment Tests)

Chapters 16 and 17 (Training and Performance, Privacy on the Job)

Chapters 3 and 4 (Employment Discrimination and Recruitment)

Chapter 7 (Hiring and Promotion)

Chapter 8 (Affirmative Action)

Chapter 9 (Harassment)

Chapters 10 and 11 (Disability and Religion)

Catch UP?