

**MGT 410 : EMPLOYMENT AND LABOR LAW**  
**ANDERSON UNIVERSITY (SC)**  
**SYLLABUS**

**I. COURSE INFORMATION**

This course is a survey of legal issues impacting various human resource and business functions. Topics covered will include equal employment opportunity, hiring, developing, promoting, and compensating employees, benefits, sexual harassment, labor relations, occupational safety, labor issues and laws affecting unionization, development of employment law, jurisdiction of federal and state agencies, and the rights and responsibilities of employers and employees. This is an online class. **No late work will be accepted.**

Prerequisite: BUS 351 or MGT 343.

**Class starts each week on Monday and end Sunday night of each week at midnight. Please do not email any work because it must be downloaded in the appropriate section of the course.**

**II. COURSE PURPOSE, GOALS, AND STUDENT LEARNING OUTCOMES**

A. Purpose

The subject of employment and labor law touches many distinct areas of business, industry and government and is one of the most highly sought-after competencies for business management and human resources professionals. At the same time, this set of laws directly impact the daily lives of individual employees and workers.

The purpose of this course is to give the student access to information and to apply that information so real-world issues can be identified in the online class.

B. Course Goals

1. To learn to participate in online class discussions (exchanging perspectives and opinions on historical and on current labor law issues) and to be involved in classroom decision-making processes.
2. To understand the laws regulating the workplace and the protections afforded to both management and to individual workers.
3. To gain a fundamental understanding of the laws of the workplace and to identify a concern or issue before it has an adverse effect on the workplace.
4. To improve decision-making abilities through operating within the law and making legal management decisions.
5. To recognize the unique relationship dynamic between an employer and an employee or group of employees

6. To develop an appreciation for the complexity of the human resource function
7. To further develop fundamental written and oral communication skills
8. To guide students in applying biblical principles in the application of labor laws and in dealing with labor issues in the workplace.

C. Student Learning Objectives

1. Demonstrate comprehension of labor law topics and issues
2. Demonstrate an ability to apply labor law practices and procedures in a business setting
3. Demonstrate oral and written communication skills
4. Demonstrate an ability to effectively discuss and interpret how biblical principles are an integral part of the ethical and legal requirements of labor laws.

**III. METHODS OF ASSESSING ACHIEVEMENT OF LEARNING OBJECTIVES**

1. The student’s knowledge of the course material will be assessed in the classroom through classroom discussions and daily assignments. There may also be occasions when students may be asked to lead a class discussion on a specific topic.
2. Students will be expected to demonstrate their communications skills by writing two papers and by making an oral presentation to the class.
3. Quizzes will be given to assess the students’ ability to understand and adopt the concepts of labor and employment law.

**IV. STUDENT FEEDBACK AND GRADING POLICIES AND PROCEDURES**

**Grading:** Course grades are based on the following elements and weightings:

Quizzes (10 points each).....	70 points
Research Paper.....	250 points
Discussion Board (100 points each).....	700 points
Total.....	1020 points

**Final Grade:** A 900-1020, B 899-800, C=799-700, D699-600, F Below 600

**Quizzes:** The course will consist of weekly quizzes that cover material for that week.

***Discussion Board:*** *The discussion board requires each student to post an initial post that must be three paragraphs or more and your initial post must be cited or referenced. Your*

**original post must be posted by Thursday night at 8:00 pm and your post to at least two other students must be posted by Sunday at 10:00 pm. See Rubrics for grading.**

***All work must be completed each week by Sunday at midnight including the quizzes. Submit all work in the appropriate sections and do not send work to me through email.***

**Paper: Each student will be required to write a research paper on an assigned topic. The topics assigned will be a current labor and employment law issue that will be covered during the spring term. There will be some flexibility and student choices are permitted in the selection of the topics. The paper should be in the APA format and seven pages in length with citations and references. The paper is due in week six.**

**Selected research paper topics from this list.**

1. Sexual Harassment
2. Interviewing and selecting new employees
3. Affirmative Action
4. Age Discrimination
5. Appropriate actions during a union organizing campaign
6. Company E-mail policy
7. Communications for a plant downsizing or shutdown
8. Legal issues surrounding hours of work and overtime pay
9. Union organizing attempts
10. NFL and Players Union
11. NBA Players Association
12. Unions in the Public Sector
13. Unions in the Automobile Industry
14. Declining Union Membership in the Private Sector
15. Unionization in the Entertainment Industry
16. Role of the NLRB
17. Collective bargaining and contract negotiations
18. FMLA
19. UAW strike against GM

**V. CONTENT OUTLINE**

- Part I. Introduction
1. The Regulation of the Employment Relationship
    - a. The Regulation of Employment
    - b. Title VII of the Civil Rights Act of 1964
    - c. Legal Construction of the Employee Environment
- Part II.
1. Regulation of Discrimination in Employment
    - a. Affirmative Action

- b. Race and Color Discrimination
- c. National Origin Discrimination
- d. Gender Discrimination
- e. Sexual Harassment
- f. Affinity Orientation Discrimination
- g. Religious Discrimination
- h. Age Discrimination
- i. Disability Discrimination

- Part III.
- 1. Regulation of the Employment Environment
    - a. The Employee's Right to Privacy and Management of Privacy
    - b. Labor Law
    - c. Selected Employment Benefits and Protections

## VI. METHOD OF INSTRUCTION ONLINE

The students' own experience with labor and employment law in their own work history will be an important part of the overall learning. Online discussions coupled with quizzes and Power Points presentation will be the method of instructions.

**VII. SUPPLEMENTARY READINGS:** Articles and readings from current publications, periodicals, and professional journals and other sources will be used in discussing application of the learning's.

## VIII. COURSE POLICIES

**Attendance:** You need to log in each week on Monday and make sure login each week several times to keep up with class information.

**Academic dishonesty:** Academic dishonesty will be dealt with in accordance with the College policy as described in the Anderson College Student Handbook. **Cheating in any form will not be tolerated and will be dealt with seriously.**

**University E-mail:** All students are expected to establish and maintain an e-mail address on the Anderson University e-mail system. Students are expected to check their e-mail several times each week during the semester. Students are responsible for all material, assignments, and announcements sent by e-mail.

## IX. LEARNING FACILITIES AND RESOURCES FOR STUDENTS

No additional resources will be required beyond the text, the library and computer lab.  
 NOTE: The above schedule and procedures in this course are subject to change provided there is a one-week notice.

<b>Grading Rubric Discussion Board Forum</b>				
	<b>A -Excellent</b>	<b>B – Good</b>	<b>C - Acceptable</b>	<b>F - Unacceptable</b>
<b>Points</b>	100 pts	70 pts	40 pts	20 pts
<b>Length of discussion</b>	Three or more paragraphs APA Citation	Three paragraphs Citation	Two to Three paragraphs No citation	Less than two paragraphs No citation
<b>Content of discussion</b>	Content is well connected to topic area.	Content is connected to topic area.	Content is limited to certain parts of topic area.	Content lacks connection to topic area.
<b>Responses to classmate</b>	Two or more responses to classmates	Two responses to classmates	Less than two responses to classmates	No responses to classmates