

**MANAGEMENT 380
EMPLOYMENT PRACTICES
SUMMER 2007 – Session 1
Sheila M. Walker**

CLASS INFORMATION

Subject & Catalog Number: MGT 380
Class Number: 10692
Units: 3 Lecture Units
Prerequisite: MGT 360. BUS 302/L

Date: 12 meetings, Tuesdays and Thursdays,
06/04/2007 to 07/13/2007, 6:00 – 9:45 p.m.
Location: JH 1204

REQUIRED TEXT

Bennett-Alexander, D. D., & Hartman, L. P. *Employment Law for Business* (2007, 5th ed.). New York, NY: Irwin/McGraw-Hill

Please note that prior editions of this text will not provide you with all the material necessary for successful completion of this course. If you have purchased an old edition, you are still responsible for the updated and new information contained in the course.

COURSE DESCRIPTION

This course provides an overview of legal issues affecting human resources management. It focuses on the impact of law on individuals in organizations, recognition of legal problems, and the legal impact of human resources decisions. The course content includes laws, regulations, and court decisions covering labor-management relations.

The emphasis will be on the legal foundation employment law and current issues, cases and legislation that have defined the current interpretations of this body of law.

COURSE OBJECTIVES

1. To create an awareness of essential federal, state and local laws and regulations affecting employment practices, particularly those relative to discrimination.
2. To provide practical tools to implement legal requirements.
3. To understand the litigation process as it relates to business and human resource functions.

POLICY ON ACADEMIC HONESTY

Cheating (or any other form of academic dishonesty) on exams or in relation to any aspect of the grading process will *not be tolerated*. Please read and become familiar with the current section of the CSUN Catalog entitled "Academic Dishonesty" during the first week of class. Unless stated otherwise, *everything* that you turn in for course credit *must* represent *your own work*.

METHOD OF EVALUATION

DAILY JOURNAL (15%) For each class session, you are to make a journal entry. These entries should give insight you have gained from the class discussion. Credit will not be given for mere regurgitation of the day's class or purely extraneous, non-class-related matters. You may relate your insights to some way in which class information made you think about an event in your life or something you know about, in a different way. Do not write what you think I want to see. It is the processing of the employment law related information that I am interested in seeing.

I will not share your journal entries with anyone, so you may be as personal and uncensored as you wish.

The journal entries have no set length requirement, but should sufficiently convey your thoughts. Journal entries must be typed. Please do not put each day's journal entry on a separate sheet of paper. Rather, continue on the same sheet as the date of the last entry. You must label each day's entry with the date and whatever topic it primarily addresses, i.e., "race," "gender," "affinity orientation," etc.

You must make a journal entry for any day you are not in class. State in your journal entry that you were not in class, and write on the course material covered that day according to the syllabus.

Entries must also be written for days on which class is cancelled. The topic can be anything related to Employment Law.

Your Journal will be graded on a CR/NC basis. If you make thoughtful entries, do not repeat the evenings lecture, and turn the entries in on time, you will receive full credit.

The entries will be collected on **Thursday June 21** and **Tuesday, July 10**.

EXAMS (Mid-term 20%; Final 25%) There will be a mid term, covering Chapters 1 through 9 on **Thursday, June 21**. There will be a comprehensive final on **Thursday, July 12**, with the emphasis on Chapters 9 through 17.

Test questions will be based upon text book readings and cases, and lecture. While the emphasis will be on federal law, California law will also be tested. The test format will consist of multiple choice, true and false and completion questions, and essay. **You will need a scantron and pencils for each test. Space for answers to the essay questions will be provided on the exam itself.**

Make up exams are not an option except in the most extreme of circumstances. It is your responsibility to make arrangements in your professional and private lives to ensure your attendance on exam nights. In the case of an extreme circumstance, such as a documented hospitalization, you must contact me as soon as reasonably possible to make arrangements for a make up exam.

CASE BRIEF (30%) In week two, you will be assigned a recent case to brief and analyze.

A brief is a succinct condensation of essential case information in an organized manner. In briefing the case, organize the relevant information in accordance with the following format:

- 1) **Cite case at top center of page.** Example of correct citation: Price Waterhouse v. Hopkins, 490 U.S. 228 (1989)
- 2) **Facts:** In a paragraph or two, explain what happened as if you were telling a story. If there are lower court decisions include them.
- 3) **Issue:** This is the main issue the Court must decide. Normally it is presented as a question. It is as though you were the judge and you are telling someone what the question is that you must decide to resolve on a certain problem; specify the issue which the highest court must resolve. The case citation will tell you which court or body is deciding the case. This will be a few sentences, depending upon how many issues the court is addressing.
- 4) **Holding:** This is the Court's decision. This section will be a paragraph or two, depending on the number of issues the court was considering.
- 5) **Rationale:** What is the Court's reason for doing what it did? You should be concerned with the decision of the highest court. This section will be several paragraphs long and will likely include citations from other cases upon which the court relied in making their decision.
- 6) **Impact:** In this section, address what employers and managers must do to comply with the new case

law. This will be a couple of paragraphs.

- 7) **Your Analysis:** Your case analysis is your statement of why you agree or disagree with the Court's decision. The concurring or dissenting opinion, if there is one, will provide you with ideas. Your analysis should be no more than an additional three or four paragraphs.

In total, your paper should be no more than 4 pages, double spaced. Logic, Grammar, and Style will also be graded. Your brief and analysis must be typed. **Papers are due Tuesday, July 10.**

ATTENDANCE (10%) Your attendance and class participation will account for the remaining 10% of your grade. Our time frame is short, so attendance is critical. Maximum points will be given for perfect attendance. If you miss more than 2 classes, your grade will begin to suffer. **You signature on the daily roll sheet is the only acceptable verification of your presence in class. Be sure you sign daily!** Sheets will not be available for signature once the first half of the class is completed.

GRADES

Plus/Minus grades will be used, according to the following scale:

A	93 - 100 %	B-	80 - 82.9 %	D+	67 - 69.9 %
A-	90 - 92.9 %	C+	77 - 79.9 %	D	63 - 66.9 %
B+	87 - 89.9 %	C	73 - 76.9 %	D-	60 - 62.9 %
B	83 - 86.9 %	C-	70 - 72.9 %	F	0 - 59.9 %

CONTACT INFORMATION

I can best be reached on my cell phone, 805-377-1752, or by email at sheila.walker@csun.edu
When emailing me, be sure to put "Management 380" in the subject as my computer may reject as spam any other subject title.

This syllabus and other important information, as well as links that will help you in your assignments, are available at <http://www.csun.edu/~swalker/>

On campus office: JH 4223

Office hours: 5:00 – 5:45 Tuesdays and Thursdays, by appointment. Please call me at least one day in advance to be sure I will be in the office. Please do not leave messages with the Management Office, as I am rarely on campus other than for class.

DAILY SCHEDULE

June 5	INTRODUCTIONS
June 7	THE REGULATION OF THE EMPLOYMENT RELATIONSHIP Chapters 1, 2 and 3 <i>McDonnell Douglas v. Green</i> p.89 <i>Griggs v. Duke Power Co.</i> p. 94 <i>Soroka v. Dayton Hudson</i> p. 143
June 12	AFFIRMATIVE ACTION AND RACE DISCRIMINATION Chapters 4 and 5
June 14	GENDER DISCRIMINATION AND SEXUAL HARASSMENT Chapters 6 and 7 <i>Meritor v. Vinson</i> p. 326

June 19 DISCRIMINATION: AFFINITY ORIENTATION AND RELIGIOUS
 Chapters 8 and 9
 Oncale v. Sundowner p. 387
 Peterson v. Hewlett Packard p. 445

June 21 MID TERM
 First set of Journal Entries due.

June 26 DISCRIMINATION: NATIONAL ORIGIN AND AGE
 Chapters 10 and 11

June 28 DISABILITY DISCRIMINATION AND PRIVACY
 Chapters 12 and 13
 Sutton v. United Air Lines p. 532

July 3 LABOR LAW AND OSHA
 Chapters 14 and 15

July 5 ERISA AND FLSA
 Chapters 16 and 17

July 10 SEMESTER REVIEW
 Journal Entries Due
 Case Brief Due

July 12 FINAL EXAM