

## Management 359 – Employment Law and Labor Relations Fall 2022

- Instructor:** Professor Eric Belk
- Time and Room:** TTH, 8:30 a.m.– 9:45 a.m., CEMC 225
- Required Text:** Employment Law for Business, 10<sup>th</sup> Edition  
Bennett-Alexander, and Hartman (2022), McGraw-Hill Education
- Twitter:** <http://twitter.com/ProfBelk>
- Phone:** 669-9895 (work), 661-1419 (Business office)
- E-mail:** ebelk@fmarion.edu
- Course Prerequisite:** Mgt 351 – Management of Organizations
- Catalog Description:** A study of employment laws that have a substantial impact on business and the workplace. The course will cover laws that prohibit discrimination in the workplace such as those under Title VII of the Civil Rights Act and the Age Discrimination in Employment Act; protect employees under the Americans with Disabilities Act, the Family Medical Leave Act, and Occupational Safety and Health Act; and regulate the relationship between management and organized labor.
- Course Objectives:** Students completing Management 359 will:
- 1) Critically analyze the US legal environment as it relates to human resource management (i.e. employment);
  - 2) Communicate their analyses effectively both orally and in writing; and
  - 3) Apply their critical analyses of labor and employment law to make effective strategic decisions in business.
- Class Structure:** Management 359 requires active student participation and textbook reading. Class lectures will not necessarily follow the textbook and course outline and will be participatory in nature and from the perspective of a business executive (not an attorney). Furthermore, class lectures will highlight important employment law cases and regulation, and the ramifications these court cases and regulations have on human resource management and business decision-making. Therefore, it is imperative for students to prepare for each class by reading and analyzing textbook material, participating in class discussions and following current events.
- Class Policies:** The following policies apply for this class:
- 1) **BLACKBOARD.** Students can access their course grades, PP slides and handouts on Blackboard. Scores will be posted to Blackboard within five (5) days of completed assignments.
  - 2) **TWITTER.** Current business news and articles will be posted on our course’s Twitter feed @ProfBelk.
  - 3) **PAY ATTENTION.** Once class begins, your attention and participation are required and expected. You are not allowed to put your head on your desk or sleep during class. Be respectful to the class and your professor, i.e. **No Talking or Disruptive Behavior!**
  - 4) **ATTENDANCE.** Please attend class; attendance will be checked. Students are required to follow the University’s attendance policy – if a student is absent more than twice the number of required classes per week (4 for this class), a grade of NC or W will be assigned. NO EXCEPTIONS!

- 5) **WARNINGS.** Students will not be warned of excessive absences. Students are responsible to attend all scheduled classes. You will not be warned if you are dropped from the class due to attendance related issues.
- 6) **MISSED CLASSES.** You do not have to inform the instructor when you miss a class. You have four excused absences. If you chose to use them, use them wisely and carefully!
- 7) **TARDINESS.** Please do not be late; late arrivals will count as absences.
- 8) **SYLLABUS.** *THE SYLLABUS IS SUBJECT TO CHANGE AT THE DISCRETION OF THE INSTRUCTOR.*
- 9) **MOBILE PHONES.** Please turn off all mobile phones and any other electronic or communication device *upon entering the class*. Mobile phones, including iPhones and other smart phones, cannot be used as calculators for exam purposes.
- 10) **MISSED EXAMS.** Students are not expected to miss any exams.
- 11) **CODE OF CONDUCT / MISSION STATEMENT.** Students are expected to adhere to the University's code of conduct, as well as follow the goals and mission as set forth by the School of Business. Exhibit A lists the School of Business' Mission Statement and Goals.

**Methods of Examination:**

There will be three non-cumulative exams. Exams will consist of 50 multiple-choice and/or True/False questions from textbook material and lectures. Test dates and chapters are illustrated on the following course schedule.

There will be three to five written assignments throughout the semester. Each written assignment will feature a human resource issue or employment law case problem. Written answers shall be limited to 3 typed-written, double spaced pages (1-inch margins, Times New Roman font, left-front staple, no cover sheet). Students are required to include their name, assignment date, and homework assignment number (i.e. Written Assignment #1) on first page of paper. The written assignment will require students to analyze the applicable employment law issue described in the case. Answers need to be specific and supported by employment law principles and actual case details (facts). Answers should be clearly organized and structured (i.e. intro, body, and conclusion). Do not turn in a single paragraph answer! Written assignment deadlines will be announced throughout the semester. Assignments will be due at the beginning of class. Spelling and grammatical errors will be counted. Late submissions will NOT be accepted.

**Grading:**

Written Assignments Average	25%
Exam 1	25%
Exam 2	25%
Exam 3	25%

**Writing Assignment  
Grade Scale**

Letter Grade	Number Grade	Comments
A	95	Excellent
B	85	Above Average
C	75	Average
D	65	Below Average
F	55	Poor

**Overall Grade Range:**

Range	Letter Grade	Number Grade
90-100	A	4.0
87-89	B+	3.5
80-86	B	3.0
77-79	C+	2.5
70-76	C	2.0
67-69	D+	1.5
60-66	D	1.0
59 or below	F	0.0

## Mgt 359 – Employment Law and Labor Relations Fall 2022 Course Outline

Aug. 23 (T)	Welcome	
Aug. 25 (Th)	Employment Law Overview	Ch. 1
Aug. 30 (T)	Employment Law Overview	Ch. 1
Sept. 1 (Th)	Defining Workers: Employees and Independent Contractors	Ch. 1
Sept. 6 (T)	Defining Employers / Non-Compete/Non-Solicitation Agreements	Ch. 1
Sept. 8 (Th)	<b>No Class</b>	
Sept. 13 (T)	Employment At-Will (including Exceptions)	Ch. 2
Sept. 15 (Th)	Employment At-Will (including Exceptions)	Ch. 2
Sept. 20 (T)	Disparate Treatment	Ch. 2
Sept. 22 (Th)	Disparate Impact	Ch. 2
Sept. 27 (T)	Title VII of Civil Rights Act	Ch. 3
Sept. 29 (Th)	Race and Color Discrimination	Ch. 6
Oct. 4 (T)	<b>Exam 1 (Ch. 1, 2, 3 and 6)</b>	
Oct. 6 (Th)	Affirmative Action & Reverse Discrimination	Ch. 5
Oct. 11 (T)	Gender Discrimination	Ch. 8
Oct. 13 (Th)	Sexual Harassment – Quid Pro Quo	Ch. 9
Oct. 18 (T)	Sexual Harassment – Hostile Work Environment	Ch. 9
Oct. 20 (Th)	<b>No Class</b>	
Oct. 25 (T)	Age Discrimination	Ch. 12
Oct. 27 (Th)	Age Discrimination and Religious Discrimination	Ch. 12 & 11
Nov. 1 (T)	Religious Discrimination	Ch. 11
Nov. 3 (Th)	<b>Exam 2 (Ch. 5, 8, 9, and 12)</b>	
Nov. 8 (T)	<b>Fall Break</b>	Ch. 11
Nov. 10 (Th)	Disability Discrimination	Ch. 13
Nov. 15 (T)	Disability Discrimination	Ch. 13
Nov. 17 (Th)	FLSA (Min Wages, Salary, Overtime, Child Labor)	Ch. 16

Nov. 22 (T)	FMLA and FFCRA	Ch. 16
Nov. 24 (Th)	<b><i>Thanksgiving Holiday – No Class</i></b>	
Nov. 29 (T)	OSHA, Workers Compensation, Unemployment Compensation, ERISA	Ch. 16
Dec. 1 (Th)	Labor Unions and The National Labor Relations Act	Ch. 15
Dec. 6 (T)	<b>READING DAY</b>	
Dec. 8 (Th)	<b><i>Final Exam (Ch. 11, 13, 15, and 16) @ 8:30 a.m.-10:30 a.m.</i></b>	

**Exhibit A**  
**School of Business Mission Statement and Goals**

*Francis Marion University*

**School of Business**

**Mission Statement**

The mission of the Francis Marion School of Business is to serve our region by offering high-quality educational programs at the undergraduate, graduate, and professional levels that prepare individuals to compete on a regional, national, and global level. We develop faculty whose teaching, service, and research benefits students, community members, and colleagues. We engage in student-focused education experiences to develop a comprehensive foundation, so that they may craft for themselves fulfilling successful careers and lives.

**Program Learning Goals**

- Students will be able to apply analytical thinking to solve business problems.
- Students will be able to communicate business knowledge orally and in written form.
- Students will be able to evaluate business situations using an ethical decision-making framework.
- Students will be able to identify and appreciate the value of various forms of diversity in the business environment.