

ECB 231
Employment Law
Block 7 2018-19

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Class Times: 9:30 – 11:00 Monday – Friday
1:30 – 3:00 Monday – Thursday
12:30 – 3:00 Friday (Individual appointments)

Office Hours: 3:00 – 4:30 Tuesday and Thursday (except Thursday, April 4)
Additional hours as needed or by appointment

Required Text: David J. Walsh, *Employment Law for the Human Resource Professional*, sixth edition

Writing Laura Farmer lfarmer@cornellcollege.edu &
Consultants: Jennifer Haigh jhaigh@cornellcollege.edu

Introduction:

Employment law is a key point of intersection between the business and legal realms. This course will offer an overview of various important aspects of employment law, including employment-at-will and its limitations; wages and hours; medical/family leave; privacy; drug testing; workers' compensation; and fundamental anti-discrimination law. We will examine these issues through a liberal arts lens, with an emphasis on cultivating students' critical thinking and legal research & writing skills.

Grading: Grades will be based on four components, 25% for each component.

1) **Assessments**

- a) Short quizzes: Multiple unannounced quizzes throughout the block (9%)
- b) Exams: Midterm and final, as announced on schedule (8% each)

2) **Legal analysis and application**

- a) Practice assignments: We will practice briefing cases and writing memos and policies throughout the block, with pass/fail grading. Details will be provided in class. (9%)
- b) Graded rewrites: You will rewrite and polish one case brief and one additional practice assignment for a full grade (8% each)

3) **Block Project**

Apply what you have learned about employment law to a practical employment problem. Details about this staged, group project will be provided in Week 2.

4) **Performance reviews**

At the end of Weeks 1, 2, and 3 we will complete performance evaluations (see separate rubric).

Late and rewrite policy: Late assignments will not be accepted unless prior arrangements have been made due to extraordinary and documented circumstances. However, any graded (not pass/fail) individual written assignment which is turned in on time may be rewritten for an improved grade. The rewrite deadline will be twenty-four hours after grades are returned or 72 hours after the original deadline, whichever is later.

Attendance policy: Attendance is an important component of your performance review, and some in-class activities will be included in the graded material. Some of these points may be recouped if you notify me in advance that you cannot attend class.

Class format: We will meet morning and afternoon unless otherwise announced. Classes will include a mix of Socratic (Q&A) lecture, discussion, guest speakers, and workshop sessions. Friday afternoons will be reserved for individual performance review appointments, which will be scheduled between 12:30 and 3pm (or later by mutual agreement).

Academic honesty: Cornell College expects all members of the Cornell community to act with academic integrity. An important aspect of academic integrity is respecting the work of others. A student is expected to explicitly acknowledge ideas, claims, observations, or data of others, unless generally known. When a piece of work is submitted for credit, a student is asserting that the submission is their work unless there is a citation of a specific source. If there is no appropriate acknowledgement of sources, whether intended or not, this may constitute a violation of the College's requirement for honesty in academic work and may be treated as a case of academic dishonesty. The procedures regarding how the College deals with cases of academic dishonesty appear in The Catalogue, under the heading "Academic Honesty."

Students with disabilities: Cornell College makes reasonable accommodations for persons with disabilities. Students should notify the Coordinator of Academic Support and Advising and their course instructor of any disability related accommodations within the first three days of the term for which the accommodations are required, due to the fast pace of the block format. For more information on the documentation required to establish the need for accommodations and the process of requesting the accommodations, see <http://www.cornellcollege.edu/academic-support-and-advising/disabilities/index.shtml>.

Mobile devices: Our class is a device-free zone, except during specified activities. If I see or hear your phone outside those activities I will ask you to turn it off.

Course Objectives: This course supports the Educational Priorities and Outcomes of Cornell College (<http://www.cornellcollege.edu/about-cornell/mission/>), with particular emphasis on:

Educational Priority	Students will...
Knowledge	cultivate knowledge about specific areas of employment law and situate it within the larger contexts of US law and the employer-employee relationship.
Inquiry	explore the relationship between workers and employers and how the law can and should promote and constrain that relationship.
Reasoning	analyze and respond to various hypothetical and real-world employment situations using legal research skills and a legal analytical approach.
Communication	engage in a scholarly conversation around employment law via class discussion, small group work, interpretation of legal writing, and written and oral presentations.
Intercultural Literacy	focus on various aspects of diversity in the workplace, with an emphasis on how and why the law protects diverse individuals from various kinds of employment discrimination.
Ethical Behavior	connect the substance of employment law with the underlying ethical principles that should inform ethical behavior by employers and workers.
Vocation	discover and prepare for the range of opportunities and challenges available in the realm of human resources and employment law.

CLASS SCHEDULE

(Tentative)

Reading questions are always due two hours before class starts. Questions for speakers are due one hour before the speaker's scheduled visit. Unless otherwise noted (i.e. exams and visitors), morning and afternoon discussion and activities on a single day may interchange or carry over.

Additional articles and topical readings may be assigned throughout the semester and can be found on the course's Moodle page.

See separate class schedule for detailed calendar.