

San José State University
College of Business/School of Management
Business 157, Legal Issues in HRM, Section 01, Spring 2019

Course and Contact Information

Instructor:	Art Casey
Office Location:	BT 555
Email:	arthur.casey@sjsu.edu Please insert "Student-Business 157" in the subject line
Office Hours:	Mondays 4:45 – 5:45 PM or by appointment
Class Days/Time:	Monday 6:00 PM – 8:45 PM
Classroom:	BBC 003
Prerequisites:	Prerequisite: BUS 150, BUS 100W or COMM 100W or ENGL 100WB or LLD 100WB. Upper division standing. Allowed Declared Major: Bus Admin/Human Resource Mgmt. or Business Minor.

Course Description

Legal aspects of the employment relationship, including employment at will; contract, privacy, public policy, and whistleblower exceptions; EEO and affirmative action; prohibitions against discrimination and harassment; arbitration, trade secrets and non-competition agreements; occupational safety/health; compensation, benefit and family leave laws. A project is required.

Course Format

This course adopts a hybrid model with materials presented on Canvas, as well as in classroom lectures. Students must have access to an internet-connected computer for this course.

I use Canvas as an integral supplement to the course to give assignments, make announcements, update the course calendar, post videos, power point slides or articles of interest as well as post test scores and assignment scores. Canvas is also required to complete quizzes on "Connect." I will regularly update Canvas with exam scores, take home writing assignments, in-class assignments and extra credit. Use of Canvas is mandatory in this class. Please log on to Canvas as soon as you are alerted there is access. You are responsible for notifying me within two-weeks of a score posting discrepancy. If you fail to notify me of any discrepancy within two-weeks of the date the score is posted, no further changes will be made.

Lucas College and Graduate School of Business Program Goals

(Not All Program Learning Goals are covered in Every Course)

BSBA Goals

Goal 1: Business Knowledge Understand basic business principles and demonstrate discipline-specific competencies as applied to local and global environments.

Goal 2: Communication Communicate ideas clearly, logically, and persuasively in oral and written format, using technology appropriately.

Goal 3: Ethical Awareness Recognize, analyze, and articulate solutions to ethical issues that arise in business.

Goal 4: Leadership, Teams, and Diversity Comprehend the challenges and opportunities of leading and working in diverse teams and environments.

Goal 5: Critical Thinking Comprehend, analyze, and critically evaluate complex and unstructured qualitative and quantitative business problems, using appropriate tools and technology.

Goal 6: Innovation Recognize, analyze, and articulate strategies for promoting creativity and innovation.

Course Learning Outcomes (CLO)

Upon successful completion of this course, students will be able to:

1. Understand the legal aspects of the employment relationship from a management perspective by reading and understanding federal and state statutes and cases as applicable to the employment relationship as well as completing short quizzes on "Connect" before coming to class each week.
2. Demonstrate knowledge of the basic legal structure of the American legal system (courts, legislature and administrative agencies) by completing short quizzes on "Connect" before coming to class each week, class lecture as well as briefing and discussing court cases.
3. Learn to identify, critically analyze and respond to legal issues that arise in the employment relationship in order to avoid problems and/or litigation by reading and understanding the legislation that applies to the employment relationship (The United States Constitution, California Constitution, Title VII, DFEH, ADEA, ADA etc.), reading (and briefing) court cases as well as understanding the historical background of the American Civil Rights Movement.
4. Recognize and write about current and trending issues in employment law by writing a weekly journal on topics you identify and analyze as well by discussion in class relating to topics raised by the instructor or other students in class.
5. Learn how to work collaboratively in groups by small group discussion in class to discuss case briefs, journal entries, current topics and other relevant matters as well as collaboration on the semester long group project.
6. Communicate effectively (oral and written) about HR issues in the business environment by your mandatory participation in class discussion, small group projects in class on a weekly basis, and a group oral presentation at the end of semester.

In this course we will study legal issues that arise in managing the employment relationship. We will study the regulation of the employment relationship, discrimination in employment, and regulation of the employment environment. We will do this by reading, analyzing and discussing important legislation and court cases. It is not expected that you will leave this class with a lawyer's understanding of the law but you will have a solid background about the important legal issues in human resource management, know the basics of the law that applies, know how to find the law and most importantly, develop the ability to critically analyze problems that will occur in your HR career.

Required Texts/Readings

Textbook

EMPLOYMENT LAW FOR BUSINESS -CONNECT ACCESS By BENNETT-ALEXAN EDITION: 9TH 18 ISBN: 9781260031683 PACKAGE COMPONENT.

Please note that we are using the digital text for the first time so if you have any questions about what to purchase please double check with the book store before making your purchase or activating any digital purchase. The only required purchase is the digital only version of the text (see ISBN above) with "Connect" access through the publisher McGraw Hill. At your option you can purchase a higher priced "Package" that includes a loose-leaf version of the book if you prefer to have digital and paper.

Course Requirements, Assignments, and Attendance

Success in this course is based on the expectation that students will spend, for each unit of credit, a minimum of 45 hours over the length of the course (normally three hours per unit per week) for instruction, preparation/studying, or course related activities, including but not limited to internships, labs, and clinical practica. Other course structures will have equivalent workload expectations as described in this syllabus.

You cannot be successful in this course without attending class. You are expected to attend and participate in classroom discussion, assignments and other activities. It is imperative that you keep up with the weekly reading, "Connect" assignments and writing assignments because classroom time will be devoted to general and group discussion of the issues, mock debates, role playing exercises and other activities to practically look at the issues rather than straight lecture about what can easily be learned from the text and quizzes on "Connect." It should be noted that missing one class is missing one week of class.

Late or missed work/exams

If you miss class, you are responsible for any changes announced in class. Please check Canvas or ask another student. Case briefs and your Weekly Journal entries have due dates posted on Canvas. If you miss the deadline you will no longer be able to submit your work. It is your responsibility to track all due dates and deadlines.

There is no make-up for missed in-class assignments.

Make-up examinations (applies to Midterm only because University policy applies to missed Finals) or major assignments will only be allowed for good cause (e.g. serious illness, emergency, etc.) and at my complete discretion. You are responsible for contacting me to make arrangements for any make-up assignment or exam. Failure to make arrangements for a make-up examination or assignment within one-week of the examination or assignment will result in a failing grade for that exam or assignment. Unless there are extreme circumstances, I expect to hear from you no later than 24-hours prior to the exam or before the assignment is due. All exams will be given in class – you are responsible for checking the dates on Canvas.

Extra Credit

If I choose to assign Extra Credit, I will announce it in class and/or post it on Canvas. Extra Credit assignments will be due at the next class. No extra credit assignment will ever have enough points for a missed exam. Late submission will NOT be accepted, no exceptions.

Grading Information

Task	Course Points
Case Briefing (12) 15 points each	180
Weekly Journal (10) 15 points each	150
In-class Assignments/Participation (12) 10 points each	120
"Connect" weekly Quizzes (15) 10 Points Each	150
Mid Term Exam	125
Oral Presentation Topic Page (5 points) Outline (Draft#1) (10 points) Outline (Draft#2) (10 points) Individual Paper (50 points) Oral Presentation (75 points)	150 (total)
Final Exam	125
Course Point Total	1000

Grading Information

Grading Percentage Breakdown

94% and above	A
93% - 90%	A minus
89% - 87%	B plus
86% - 84%	B
83% - 80%	B minus
79% - 77%	C plus
76% - 74%	C
73% - 70%	C minus
69% - 67%	D plus
66% - 64%	D
63% - 60%	D minus
Below 60%	F

PLEASE NOTE: You are responsible for notifying me within two-weeks of any score posting discrepancy (if you think a score is missing or inaccurate). If you fail to notify me of any discrepancy within two-weeks of the date the score is posted, no further changes will be made.

Weekly Case Briefings

(12 x 15 = 150 points)

You will be instructed in class on how to write a Case Brief. You will submit your Case Briefs weekly to Canvas. Frequently you will be required to brief two or three cases in one-week. The maximum for each week is 15 points. The Case Brief deadline is 5:00 P.M. on the class day. Your briefs will be graded for content, grammar and spelling. **Late submissions will NOT be accepted, no exceptions.**

Quizzes on "Connect"

(10 x 15 = 150 Points)

Each week before class please read the text and then take the Quiz assigned for the chapter. This will be due by 5:00 PM the day of class so please plan accordingly. In order to encourage you to prepare for class by reading the text and taking the quiz, this assignment will be **closed after 5:00 PM on the day of class.**

Journal Entries

(10 x 15= 150 Points)

You will submit your Journal entries online to Canvas. Each of your Journal entries must be 350-word (roughly 1 page). This is your opportunity to discuss real world events related to issues in employment law. You may expand on discussions we have in class (don't just re-state the discussion but instead write about your own thoughts or research on the issues), or discuss current events as found in reliable news publications (online or print), describe personal experiences, make detailed comments on a Case Brief (please don't just re-write the brief), or provide your own comments about material from the week's reading assignment.

Deadlines for the Journal Entries are posted on Canvas. Please refer to the deadlines posted on Canvas. **Late submissions will NOT be accepted, no exceptions.**

In addition to your 10 Journal Entries discussing issues in employment law you must also tell me your assessment of your own class participation as of the date of the assessment using the Self-Assessment Table provided. This Self-Assessment will be due when you submit your Journal Entries to Canvas. In each category you will rate yours self: High=3+, Medium=2, Low=1, none=0; you are to honestly assess your participation in the discussions.

PARTICIPATION SELF-ASSESSMENT TABLE

Points possible: High=3+, Medium=2, Low=1, none=0; you are to honestly assess your participation in the discussions.

Assessment (date)	(High=3, Medium=2, Low=1, none=0)
1. Your discussion of issues in employment law	
2. Your in-class participation	
3. Your group discussion participation	
4. Your general discussion participation	
5. Your in-class assignment – understanding and completion	
Total	

Oral Presentation

(Total of 150 Points)

I will provide detailed instructions for this project on Canvas and in class. You will work in groups of four. Your group will select a topic in employment law to present to the class at the end of the semester. I must first approve your topic. Each group must meet with me at least once before you make your presentation. You will submit a first and second group draft outline of your topic. Each individual in your group will also submit an individual two-page paper that will be due on the last day of lecture (Prompt for the essay is posted on Canvas). The Oral presentations will take place the second half of class on the last two days of lecture. All students are required to attend all presentations.

Midterm and Final Exams

(2 x 125 = 250 Points)

Both will be given in class – the Midterm Exam will be on or about 3/25/19 (subject to change) and the Final Exam will be as per SJSU scheduling for finals.

Course and Classroom Etiquette

Classroom Conduct

1. Please turn cell phones off completely.
2. Please do not wear headphones in class. Students wearing headphones will be asked to leave class.
3. Please do not hold side conversations when other students or the Instructor is addressing the class
4. Laptops may only be used during lecture for taking notes. I reserve the right to disallow laptops if I feel that your laptop use has become a disruption in class.
5. If you don't want to listen, if you don't want to participate, then don't sit in class and distract others.
6. If you need to leave class early, please let me know before class begins.
7. If you cannot avoid arriving late for class, please enter with as little disruption as possible.
8. Please see me before recording any part of the class, as I must give you permission.

Eating

Eating and drinking (except water) are prohibited in the Boccardo Business Center. Students with food will be asked to leave the building. Students who disrupt the course by eating and do not leave the building will be referred to the Judicial Affairs Officer of the University.

Email and communication with me

I will respond to all **appropriately** worded and appropriate subject matter email requests within 36 hours on weekdays, and within 48 hours on weekends. Emails must be written in the appropriate business formal style and contain the words "Bus157" in the subject heading.

We will discuss in class appropriate topics and wording of emails as a means of learning or reviewing how to send an appropriate business email. You are encouraged to use the "Discussion" tool on Canvas if your questions are of a general nature (clarification of assignments, changes in due dates or other type general questions) where it is likely at least some of your classmates have the same question. By posting your question to "Discussion" others will have the benefit of my reply or other students might be able to answer your question.

Lucas College and Graduate School of Business: Program Goals and Classroom Policy

<http://www.sjsu.edu/cob/Students/policies/index.html>

You are responsible for reading and following all policies posted.

San Jose State University Policies

Per University Policy S16-9, university-wide policy information relevant to all courses, such as Academic Integrity, Accommodations, etc. will be available on Office of Graduate and Undergraduate Programs' [Syllabus Information web page at http://www.sjsu.edu/gup/syllabusinfo/](http://www.sjsu.edu/gup/syllabusinfo/)

You are responsible for reading and following all policies posted.

SJSU Writing Center

The SJSU Writing Center is located in Clark Hall, Suite 126 and in the Library on the 2nd floor. They also offer online tutoring. All Writing Specialists have gone through a rigorous hiring process, and they are well trained to assist all

students at all levels within all disciplines to become better writers. In addition to one-on-one tutoring services, the Writing Center also offers workshops every semester on a variety of writing topics. To make an appointment or to refer to the numerous online resources offered through the Writing Center, visit the [Writing Center website](http://www.sjsu.edu/writingcenter) at <http://www.sjsu.edu/writingcenter>.

SJSU Counseling Services

The SJSU Counseling Services is located in the Student Wellness Building. Professional psychologists, social workers, and counselors are available to provide consultations on issues of student mental health, campus climate or psychological and academic issues on an individual, couple, or group basis. To schedule an appointment or learn more information, visit [Counseling Services website](http://www.sjsu.edu/counseling) at <http://www.sjsu.edu/counseling>.

Business 157 / Legal Issues in HRM Section 1, Spring 2019, Course Schedule

Course and Assignment Schedule

Please note: this schedule is subject to change (save and except the Final Exam). You must **always** check Canvas before starting an assignment; all changes will be posted on Canvas.

Week	Date	Topics, Readings, Assignments, Deadlines
1	1/28/19	Introduction: Course, Syllabus, Text, Assignments, Overview of US Legal System, How to Read and Brief Cases
2	2/4/19	Reading: "Guide to Reading Cases" Chapter 2 pp. 50-54; Chapter 1: (Regulation of Employment); Brief cases: <u>Keller v. Miri Microsystems</u> ; Syllabus Signature page due; photo to Canvas due.
3	2/11/19	Reading: Chapter 2: (Employment Law Toolkit Resources for Understanding the Law); Brief cases: <u>Wilson v. Southwest</u> and <u>Griggs v. Duke Power</u>
4	2/18/19	Reading: Chapter 3: (Title VII of The Civil Rights Act of 1964); Brief cases <u>Petruska v. Gannon</u> and <u>Ali v. Mount Sinai Hospital</u> Look at websites https://www.eeoc.gov/index.cfm and https://www.dfeh.ca.gov/ ORAL PRESENTATION TOPIC PAGE DUE
5	2/25/19	Reading: Chapter 4: (Legal Construction of the Employment Environment); Brief cases: <u>EEOC v. Consolidated</u> and <u>National Treasury v. Von Raba</u>
6	3/4/19	Reading: Chapter 5: (Affirmative Action); Brief case: <u>Johnson v. Transportation Agency</u> ORAL PRESENTATION OUTLINE 1 DUE
7	3/11/19	Reading: Chapter 6: (Race and Color Discrimination); Brief case: <u>Jones v. Robinson Property</u>
8	3/18/19	Reading: Chapter 7: (National Origin Discrimination); Brief case <u>Garcia v. Spun Steak</u>
9	3/25/19	Reading: Chapter 8: (Gender Discrimination); Brief cases: <u>Price Waterhouse v. Hopkins</u> and <u>Lynch v. Freeman</u> ; MIDTERM (Bring a Scantron form EM-882-E: 18)
10	4/1/19	Spring Break-No Class (Good time to meet and work on Oral Presentation)
11	4/8/19	Reading: Chapter 9: (Sexual Harassment); Brief cases: <u>Burlington v. Ellerth</u> and <u>Faragher v. City of Boca Raton</u>
12	4/15/19	Reading: Chapter 10: (Sexual Orientation and Gender Identity Discrimination); Brief cases: <u>Hively v. Ivey Tech Community College</u> and <u>Nichols v. Azteca Restaurant</u>
13	4/22/19	Reading: Chapter 11: (Religious Discrimination); Brief cases: <u>Peterson v. Wilmur</u> and <u>Chalmers v. Tulon Company</u> ORAL PRESENTATION OUTLINE 2 DUE
14	4/29/19	Reading: Chapter 12: (Age Discrimination); Brief cases: <u>Western Airlines v. Criswell</u> and <u>Gross v. FBL Financial</u>
15	5/6/19	Oral Presentations: Reading Chapter 13: (Disability Discrimination); Brief cases: <u>Wilson v. Phoenix Specialty</u> and <u>Samper v. Providence St. Vincent Medical</u> (THIS IS FOR EXTRA CREDIT-5 POINTS)
16	5/13/19	Oral Presentations: Reading: Chapter 14: (Employees Right to Privacy); Brief cases: <u>O'Connor v. Ortega</u> and <u>City of San Diego</u> (THIS IS FOR EXTRA CREDIT-5 POINTS) Individual Paper Due: Please submit hard copy in class and on Canvas.
17	5/20/19	FINAL 5:15 in BBC 003 (Bring a Scantron form EM-882-E: 18)

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SPRING 2019

SYLLABUS SIGNATURE PAGE

I have read and understood the Syllabus for this class. I agree to follow the policies stated.

Name: _____

Signature: _____

*Date: _____

*Please note that no grades will be recorded for you until you have turned in a signed hard copy of this **by 2/4/19**.