

**Credit Hours:** 3

**Contact Hours:** This is a 3-credit course, offered in accelerated format. This means that 16 weeks of material is covered in 8 weeks. The exact number of hours per week that you can expect to spend on each course will vary based upon the weekly coursework, as well as your study style and preferences. You should plan to spend 14-20 hours per week in each course reading material, interacting on the discussion boards, writing papers, completing projects, and doing research.

**Faculty Information:** Faculty contact information and office hours can be found on the faculty profile page.

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## **COURSE DESCRIPTION AND OUTCOMES**

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### **Course Description:**

The purpose of this course is to further understand the interrelationship among organizational policies as related to employment law and stakeholder ethics. Employees and organizational leaders must understand how the law impacts policies and procedures in regard to hiring, managing employees, terminating employees, and everyday workplace practices/behaviors. Throughout this course, students will gain an understanding of how their organization's culture and decisions are impacted by ethical, legal, and moral decisions, as well as reflect on how organizational improvements should be made to enhance compliance with laws, legislation, and the idea of doing what is right.

### **Course Overview:**

This course provides you with an understanding of the core principles of employment law, which includes the ability to define and apply legal terminology to employment issues and to analyze legal cases and legal concepts. The course also explores the legal framework for employment relationships, examines the relationship between employment law and human resources policies, and discusses the range of legal liability for human resources.

### **Course Learning Outcomes:**

1. Explain how federal and state laws impact human resource decisions and influence an organization's policies, practices, and procedures.
2. Differentiate federal and national employment laws in relation to international employment laws.
3. Identify the differences in labor unions nationally and globally.
4. Investigate how stakeholders' behaviors and ethical viewpoints can impact organizational policies and practices.
5. Analyze potential ethical and legal implications and options associated with common human resource decisions.
6. Defend applications of and exceptions to federal laws and legislations when assessing real-world scenarios.

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## **PARTICIPATION & ATTENDANCE**

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Prompt and consistent attendance in your online courses is essential for your success at CSU-Global Campus. Failure to verify your attendance within the first 7 days of this course may result in your withdrawal. If for some reason you would like to drop a course, please contact your advisor.

Online classes have deadlines, assignments, and participation requirements just like on-campus classes. Budget your time carefully and keep an open line of communication with your instructor. If you are having technical problems, problems with your assignments, or other problems that are impeding your progress, let your instructor know as soon as possible.

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## COURSE MATERIALS

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### Required:

This course does not utilize a textbook. Instead, article and textbook chapters found at the CSU-Global library and online are used.

### Suggested:

SHRM membership: Within this course, we are recommending that students join SHRM; however, this is not mandated. Approximate cost is \$40.00 for SHRM student membership.

***NOTE:** All non-textbook required readings and materials necessary to complete assignments, discussions, and/or supplemental or required exercises are provided within the course itself. Please read through each course module carefully.*

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## COURSE SCHEDULE

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### Due Dates

The Academic Week at CSU-Global begins on Monday and ends the following Sunday.

- **Discussion Boards:** The original post must be completed by Thursday at 11:59 p.m. MT and peer responses posted by Sunday at 11:59 p.m. MT. Late posts may not be awarded points.
- **Opening Exercises:** Take the Opening Exercise before reading each week's content to see which areas you will need to focus on. You may take these exercises as many times as you need. The Opening Exercises will not affect your final grade.
- **Mastery Exercises:** Students may access and retake Mastery Exercises through the last day of class until they achieve the scores they desire.
- **Critical Thinking:** Assignments are due Sunday at 11:59 p.m. MT.

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## WEEKLY READING AND ASSIGNMENT DETAILS

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### Module 1

#### Readings

- Doyle, A. (2018). What does employment at-will mean? *The Balance Careers*. Retrieved from <https://www.thebalancecareers.com/what-does-employment-at-will-mean-2060493>
- Guerin, L., & Barreiro, S. (2016). *Essential guide to federal employment laws (5th ed.)*. Berkeley, CA: NOLO.

- Perez, T. E. (2015). The fair labor standards act at seventy-seven: Still "far-reaching, far-sighted". *ABA Journal of Labor & Employment Law*, 30(3), 299-304.
- Starkman, J. (2017, September 6). 9 employment laws you need to watch. *The Business Journals*. Retrieved from <https://www.bizjournals.com/bizjournals/how-to/human-resources/2017/09/9-employment-law-issues-you-need-to-watch.html>
- USA.gov. (2018, November 7). *Labor laws and issues*. Retrieved from <https://www.usa.gov/labor-laws>

### Opening Exercise (0 points)

### Discussion (25 points)

### Mastery Exercise (10 points)

### Portfolio Milestone (25 points)

#### Options #1 and #2: Portfolio Project Topic Selection

You have a choice between two options for the Portfolio Project, which is due in Week 8 of this course. First, go to the Module 8 Portfolio Project assignment and read both project descriptions. Second, select only one of the two options.

Next, discuss the following two issues in order using the prescribed section headers in **bold**.

- **Section 1: Project Option.** In this section, identify the option you selected.
- **Section 2: Rationale for Selection.** In this section, briefly explain why you selected your project and how it will benefit you professionally.

#### Additional requirements:

- This assignment is not a traditional APA-styled paper. Therefore, an introduction and conclusion are not required for this assignment.
- Use one-inch margins, size 12 font, double-spaced line spacing, and include page numbers.
- Use Microsoft Word format to submit your document.

**Note: This assignment must be submitted at the end of this week by 11:59 p.m. MT.**

## Module 2

### Readings

- International Labour Organization. (n.d.). *Labour laws*. Retrieved from <https://www.ilo.org/global/topics/labour-law/lang--en/index.htm>
- Katz, H. C., Kochan, T. A., & Alexander, J. (2017). *An introduction to U.S. collective bargaining and labor relations* (5th ed.). Chapters 14 & 15. Ithaca: ILR Press.
- Lyutov, N. D.Sc. (2017). Traditional labour law and the new "global" kind: Is there a way to make them work together? *Zbornik Pravnog Fakulteta u Zagrebu*, 67(1), 29-54.
- McDonnell, S. (n.d.) Foreign vs. U.S. labor laws. *Small Business – Chron.com*. Retrieved from <http://smallbusiness.chron.com/foreign-vs-us-labor-laws-77421.html>
- United Network International Global Union. (n.d.). *About us*. Retrieved from <https://uniglobalunion.org/about-us-0>
- U.S. Citizenship and Immigration Services. (n.d.). *Immigration and Nationality Act*. Retrieved from <https://www.uscis.gov/legal-resources/immigration-and-nationality-act>
- Workers Uniting. (n.d.). It's time for global fair-trade policies. Retrieved from <https://www.workersuniting.org/>

**Opening Exercise (0 points)**

**Discussion (25 points)**

**Mastery Exercise (10 points)**

**Critical Thinking (90 points)**

**Option #1: Are They Similar?**

Employment and labor laws vary from country to country. Foreign labor laws generally provide much more protection for workers than labor laws in the United States. While the Fair Labor Standards Act in the U.S. establishes a minimum wage and overtime pay for hourly workers, it doesn't limit the number of hours a company can require an employee to work. In Mexico, however, the Constitution establishes a maximum of eight hours for shift workers, a maximum of seven hours for the night shift, and a maximum of nine hours of overtime per week. For every six days of work, Mexico's workers must have one day off.

Identify one law from the United States and one international law. Compare and contrast each law in a 3-5-page paper. Discuss the following topics in order using the prescribed section headers in **bold**.

- **Section 1: Introduction.** Introduce the topic and provide a 1–2-sentence thesis, or position, on the topic.
- **Section 2: United States Law.** In this section, provide a comprehensive review/background of the U.S. law you selected.
- **Section 3: International Law.** In this section, provide a comprehensive review/background of the international law you selected.
- **Section 4: Similarities and Differences Between the Laws.** In this section, you will identify the similarities and differences between the laws selected. Also, explain if the laws selected work within the other country. For example, does the U.S. law work in Japan? Why or why not?
- **Section 5: Conclusion.** Make your position clear to your readers and remind them of why it is important.

Additional requirements:

- Write a 3-5-page paper, or about 1100 words, not including the title and reference pages, which are required.
- Your paper must be properly cited and formatted according to the CSU-Global Guide to Writing and APA.
- Include a formal reference page. This is an individual paper; however, you should reflect on our discussion forums and incorporate ideas from there, as appropriate.
- You must support your analysis with at least three scholarly references and can include resources from this course.
- The CSU-Global Library is a good place to find these sources. You cannot use Wikipedia or any CSU-Global assignment. For this assignment, a credible source is defined as:
  - A scholarly or peer-reviewed journal article.
  - A government-based website or publication.
  - A trade or industry journal article, publication, or website, including those from trade organizations such as SHRM.org and TD.org.

**Option #2: Going Global**

Your consulting firm has been commissioned to provide guidance to an organization that is planning to go global. The firm is asking for an assessment of the employment and labor laws in the first country they plan to expand into.

Identify an organization that currently operates in the United States and does not have international operations. Ensure that there is information about this organization available online. Your instructor should be able to read about this organization in detail. Then, select a country into which they plan to expand.

- **Section 1: Introduction.** Provide background information on the organization.
- **Section 2: Review of Three Employment/Labor Laws.** Provide a comprehensive review of three employment/labor laws in the country you have selected. These laws should be related to the organization and its industry. In other words, employees would have to follow these laws if they went overseas.
- **Section 3: Implications for HR Management:** Provide an analysis of the impact these laws will have on human resource management.
- **Section 4: Conclusion**

Additional requirements:

- Write a 3-5-page paper, or about 1100 words, not including the title and reference pages, which are required.
- Your paper must be properly cited and formatted according to the CSU-Global Guide to Writing and APA.
- Include a formal reference page. This is an individual paper; however, you should reflect on our discussion forums and incorporate ideas from there, as appropriate.
- You must support your analysis with at least three scholarly references and can include resources from this course.
- The CSU-Global Library is a good place to find these sources. You cannot use Wikipedia or any CSU-Global assignment. For this assignment, a credible source is defined as:
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  - A government-based website or publication.
  - A trade or industry journal article, publication, or website, including those from trade organizations such as SHRM.org and TD.org.

### **Module 3**

#### **Readings**

- Battaglio, R. (2015). Equal employment opportunity, affirmative action, and diversity planning. In *Public Human Resource Management* (86-116). London: Sage Publications, Ltd. doi: 0.4135/9781483395784.n4
- Best defense against wrongful firing suit: Set clear goals and document the results. (2017). *HR Specialist: Employment Law*, 47(4), 4.
- Copeland, B. (2016). The critical importance of stamping out harassment in the workplace. *TLNT*. Retrieved from <https://www.tlnt.com/the-critical-importance-of-stamping-out-harassment-in-the-workplace/>
- Guerin, L., & Barreiro, S. (2016). *Essential guide to federal employment law* (5th ed.) Chapters 1 & 18. Berkeley, CA: NOLO.
- Smith, A. (2017). 7 myths about national origin discrimination. *HRNews*.
- Weisel, M. (2016). Bullying in the workplace: Not every wrong has a legal remedy. *Labor Law Journal*, 67(4), 520-528.
- U.S. Department of Justice. (2018, October 25). *Laws enforced by the employment litigation section: Title VII of the Civil Rights Act of 1964*. Retrieved from <https://www.justice.gov/crt/laws-enforced-employment-litigation-section>

## Opening Exercise (0 points)

## Discussion (25 points)

## Mastery Exercise (10 points)

## Critical Thinking (100 points)

### Option #1: Anti-discrimination Laws

Discrimination is an issue impacting today's workforce. Discrimination can occur due to race, gender, sex, religion, and so forth. For this assignment, you will discuss two anti-discrimination laws. Organize your paper in this manner:

- **Section 1: Introduction.** In this section, you will discuss the current landscape of workplace discrimination. Specifically, identify recent statistics about discrimination in the workplace.
- **Section 2: Anti-Discrimination Employment Law 1.** Describe the first anti-discrimination law (e.g., history, strengths and weaknesses of the law, and application of the law in today's workforce).
- **Section 3: Anti-Discrimination Employment Law 2.** Describe the second anti-discrimination law (e.g., history, strengths and weaknesses of the law, and application of the law in today's workforce).
- **Section 4: HR's Role in Enforcing Laws.** Evaluate the role of the HR Department in regard to enforcing the discrimination laws you selected.
- **Section 5: Conclusion**

### Additional requirements:

- Write a 3-5-page paper, or about 1100 words, not including the title and reference pages, which are required.
- Your paper must be properly cited and formatted according to the CSU-Global Guide to Writing and APA.
- Include a formal reference page. This is an individual paper; however, you should reflect on our discussion forums and incorporate ideas from there, as appropriate.
- You must support your analysis with at least three scholarly references and can include resources from this course.
- The CSU-Global Library is a good place to find these sources. You cannot use Wikipedia or any CSU-Global assignment. For this assignment, a credible source is defined as:
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  - A government-based website or publication.
  - A trade or industry journal article, publication, or website, including those from trade organizations such as SHRM.org and TD.org.

### Option #2: Gender Discrimination Today

Despite anti-discrimination laws, gender discrimination remains an issue in today's workplace. Qualified women may be passed over for promotions because they become pregnant, for example, and jobs may be offered to a less qualified male applicant just because he is male. Qualified male sales representatives may not be hired by a company selling women's cosmetics, for example, because the company prefers women in that position.

For this assignment, research the issues most prevalent in gender discrimination today. Write how about women or men face discrimination in today's workforce.

- **Section 1: Introduction.** In this section, you will discuss the current landscape of gender discrimination. Specifically, identify recent statistics about discrimination in the workplace.

- **Section 2: Three Forms of Gender Discrimination.** In this section, you will identify and discuss three types of gender discrimination against the gender you selected.
- **Section 3: Laws to Manage Gender Discrimination.** In this section, list and describe the laws that have been created to address the types of discrimination you selected. Then, explain the strengths and weaknesses of these laws. How effective have these laws been?
- **Section 4: Two Recommendations for HR to Minimize Discrimination.** Provide a minimum of two recommendations that HR can undertake to minimize this type of discrimination in the workplace.
- **Section 5: Conclusion**

**Additional requirements:**

- Write a 3-5-page paper, or about 1100 words, not including the title and reference pages, which are required.
- Your paper must be properly cited and formatted according to the CSU-Global Guide to Writing and APA.
- Include a formal reference page. This is an individual paper; however, you should reflect on our discussion forums and incorporate ideas from there, as appropriate.
- You must support your analysis with at least three scholarly references and can include resources from this course.
- The CSU-Global Library is a good place to find these sources. You cannot use Wikipedia or any CSU-Global assignment. For this assignment, a credible source is defined as:
  - A scholarly or peer-reviewed journal article.
  - A government-based website or publication.
  - A trade or industry journal article, publication, or website, including those from trade organizations such as SHRM.org and TD.org.

**Module 4**

**Readings**

- Adema, W., Clarke, C., & Frey, V. (2016). Paid parental leave and other supports for parents with young children: The United States in international comparison. *International Social Security Review*, 69(2), 29-51.
- Downs, T., & Wagner, S. (2014). Parental leave laws in the U.S. and abroad: Evolving international standards (Part 1). *Inside Counsel. Breaking News*.
- Downs, T., & Wagner, S. (2015). Parental leave laws in the U.S. and abroad: Evolving international standards (Part 2). *Inside Counsel. Breaking News*.
- Fitzenberger, B., Steffes, S., & Strittmatter, A. (2016). Return-to-job during and after parental leave. *The International Journal of Human Resource Management*, 27(8), 803-831.
- Guerin, L., & Barreiro, S. (2016). *Essential guide to federal employment law* (5th ed.). Chapters 8 & 20. Berkeley, CA: NOLO.
- U.S. Department of Labor. (n.d.). *Wage and hour division: Family Medical Leave Act*. Retrieved from <https://www.dol.gov/whd/fmla/>
- U.S. Department of Labor. (n.d.). *Workers' compensation*. Retrieved from <https://www.dol.gov/general/topic/workcomp>

**Opening Exercise (0 points)**

**Discussion (25 points)**

**Mastery Exercise (10 points)**

**Critical Thinking (90 points)**

### **Option #1 International Leave Law**

In all industrialized nations except the United States, statutory agreements provide for minimum employee leave from work. In the United States, there is debate on this subject with regard to work-life balance.

For this assignment, you will write a paper focused on one international leave law that is not used in the United States and provide your recommendation on whether this law should be adopted in the U.S. and what the consequences of the adoption would be.

Organizations are required to comply with mandatory leave laws on both the state and federal levels. For this assignment, you will write a paper on one leave law that is required on the state level but is not mandatory on the federal level.

- **Section 1: Introduction.** In this section, provide background information and a summary of the law.
- **Section 2: Similarity to U.S. Leave Laws.** In this section, discuss whether this law is similar to any U.S. leave laws.
- **Section 3: Recommendation for Adoption in the U.S.** In this section, discuss whether you recommend the United States adopt the selected law.
- **Section 4: Implications for Human Resources.** Discuss the implications for HR if this law was adopted in the United States.
- **Section 5: Conclusion**

#### **Additional requirements:**

- Write a 3-5-page paper, or about 1100 words, not including the title and reference pages, which are required.
- Your paper must be properly cited and formatted according to the CSU-Global Guide to Writing and APA.
- Include a formal reference page. This is an individual paper; however, you should reflect on our discussion forums and incorporate ideas from there, as appropriate.
- You must support your analysis with at least three scholarly references and can include resources from this course.
- The CSU-Global Library is a good place to find these sources. You cannot use Wikipedia or any CSU-Global assignment. For this assignment, a credible source is defined as:
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  - A government-based website or publication.
  - A trade or industry journal article, publication, or website, including those from trade organizations such as SHRM.org and TD.org.

### **Option #2: State and Federal Leave Laws**

Organizations are required to comply with mandatory leave laws on both the state and federal levels. For this assignment, you will write a paper on one leave law that is required on the state level but is not mandatory on the federal level.

- **Section 1: Introduction.** In this section, provide background information and a summary of the law.
- **Section 2: Relevance of Leave Law Today.** In this section, describe whether the leave law is relevant in today's workplace. If it is relevant, how can it be made better; if not, how can it be changed/improved?

- **Section 3: Impact of the Law on Individuals.** In this section, discuss who is impacted by the law and how individuals are impacted.
- **Section 4: Role of Human Resources.** Discuss the role HR can or must play in supporting this law. Is it HR's responsibility to ensure the law is followed?
- **Section 5: Conclusion**

**Additional requirements:**

- Write a 3-5-page paper, or about 1100 words, not including the title and reference pages, which are required.
- Your paper must be properly cited and formatted according to the CSU-Global Guide to Writing and APA.
- Include a formal reference page. This is an individual paper; however, you should reflect on our discussion forums and incorporate ideas from there, as appropriate.
- You must support your analysis with at least three scholarly references and can include resources from this course.
- The CSU-Global Library is a good place to find these sources. You cannot use Wikipedia or any CSU-Global assignment. For this assignment, a credible source is defined as:
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  - A government-based website or publication.
  - A trade or industry journal article, publication, or website, including those from trade organizations such as SHRM.org and TD.org.

**Module 5**

**Readings**

- Guerin, L., & Barreiro, S. (2018). The manager's legal handbook (9th ed.). Berkeley, California: NOLO.
- Lorek, L. J. (2017). Text messaging and unlawful interrogation under the National Labor Relations Act: A tech-savvy workforce may spell trouble for employees. *Labor Law Journal*, 68(3), 165-168.
- National Labor Relations Board. (n.d.) *Employer/union rights and obligations*. Retrieved from <https://www.nlr.gov/rights-we-protect/rights/employer-union-rights-and-obligations>
- Petriglieri, G., Ashford, S. J., & Wrzesniewski, A. (2019). Agony and ecstasy in the gig economy: Cultivating holding environments for precarious and personalized work identities. *Administrative Science Quarterly*, 64(1), 120-170.
- Pittman, J. (2015). Facebook, speech, and the National Labor Relations Act. *Southern Journal of Business & Ethics*, 7, 150-158.
- Tronsor, W. J. (2018). Unions for workers in the gig economy: Time for a new labor movement. *Labor Law Journal*, 69(4), 181-193.
- Waxman, S. S. & Barile, F. G. (2015, Fall). "Eye in the sky": Employee surveillance in the public sector. *Albany Law Review*, 79(1), 131-149. Retrieved from [http://www.albanylawreview.org/Articles/vol79\\_1/131%20Waxman%20Production.pdf](http://www.albanylawreview.org/Articles/vol79_1/131%20Waxman%20Production.pdf)

**Opening Exercise (0 points)**

**Discussion (25 points)**

**Mastery Exercise (10 points)**

**Critical Thinking (90 points)**

**A New Type of Economy**

Some believe our world is entering a seismic shift in employment, with fewer jobs, fewer full-time employees, and fewer benefits offered to those employees who are fortunate to have gainful

employment. Given this belief, write a 3-5-page paper organized using the following structure and section headers:

- **Section 1: Introduction.** Discuss the principal changes that are occurring in today's employment market, including the levels of employment, part-time jobs, employee benefits, etc.
- **Section 2: Gig Economy Impact on Organizations and Employees.** Discuss how this proposed new "gig" economy will affect organizations and employees alike.
- **Section 3: Implications for Human Resources Management.** Discuss how the role of HR will change/transition in this new economy. For instance, how will HR's traditional responsibilities (e.g., recruitment, compensation, discipline, labor relations, etc.) be affected by the transition to a new employment type/classification.
- **Section 4: Conclusion**

**Additional requirements:**

- Write a 3-5-page paper, or about 1100 words, not including the title and reference pages, which are required.
- Your paper must be properly cited and formatted according to the CSU-Global Guide to Writing and APA.
- Include a formal reference page. This is an individual paper; however, you should reflect on our discussion forums and incorporate ideas from there, as appropriate.
- You must support your analysis with at least three scholarly references and can include resources from this course.
- The CSU-Global Library is a good place to find these sources. You cannot use Wikipedia or any CSU-Global assignment. For this assignment, a credible source is defined as:
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  - A government-based website or publication.
  - A trade or industry journal article, publication, or website, including those from trade organizations such as SHRM.org and TD.org.

**The Workplace of the Future**

From part-time jobs to telecommuting, the workplace of the future will look considerably different than it currently does. Given that understanding, write a 3-5-page paper organized using the following structure and section headers:

- **Section 1: Introduction**
- **Section 2: The Changing Workforce.** Based on your research, present the principal changes you foresee in the workplace in the coming five years. How are organizations going to operate differently? What is the new role of employees in the workplace?
- **Section 3: Social Contract Between Organizations and Employees.** Some years ago, employees received greater benefits from their employer, and there was greater job security. That appears to have changed. Discuss the new "social contract" between organizations and their employees, in particular what organizations can expect from their employees in the future, and what employees can expect from their organization in the future.
- **Section 4: How to Prepare Employees for New Economy.** As a human resource professional, discuss how you can best prepare, guide, and aid employees to prepare for the new economy, which can enhance their employment prospects and job security.
- **Section 5: Conclusion**

**Additional requirements:**

- Write a 3-5-page paper, or about 1100 words, not including the title and reference pages, which are required.
- Your paper must be properly cited and formatted according to the CSU-Global Guide to Writing and APA.
- Include a formal reference page. This is an individual paper; however, you should reflect on our discussion forums and incorporate ideas from there, as appropriate.
- You must support your analysis with at least three scholarly references and can include resources from this course.
- The CSU-Global Library is a good place to find these sources. You cannot use Wikipedia or any CSU-Global assignment. For this assignment, a credible source is defined as:
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  - A government-based website or publication.
  - A trade or industry journal article, publication, or website, including those from trade organizations such as SHRM.org and TD.org.

## **Module 6**

### **Readings**

- AFL-CIO. (n.d.). *Collective bargaining*. Retrieved from <http://www.aflcio.org/Learn-About-Unions/Collective-Bargaining>
- Dias, L. P. (n.d.). Chapter 11: Work with labor unions. *Human Relations*, 318-348.
- Guerin, L., & Barreiro, S. (2017). *Manager's legal handbook* (9th ed.). Chapter 8, 307-330). Washington, DC: Saylor Academy.
- Hogler, R. (2016). What's behind the decline of American unions? *The New Republic*. Retrieved from <https://newrepublic.com/article/139078/whats-behind-decline-american-unions>
- International Labour Organization. (n.d.) *Collective bargaining and labour relations*. Retrieved from <https://www.ilo.org/global/topics/collective-bargaining-labour-relations/lang--en/index.htm>
- Majhoshev, A., & Velinovska, K. K. (2017). The right to form and to join trade unions as defined in international legal instruments. *Journal of Process Management. New Technologies*, 5(3), 79-86. Retrieved from <https://doaj.org/article/dacc0d86a91448268e24086af4f3d03b>
- McDonnell, Steve. (n.d.) Foreign vs. U.S. labor laws. *Small Business – Chron.com*. Retrieved from <http://smallbusiness.chron.com/foreign-vs-us-labor-laws-77421.html>
- National Labor Relations Board. (n.d.). *Employer/union rights and obligations*. Retrieved from <https://www.nlr.gov/rights-we-protect/employerunion-rights-and-obligations>

### **Opening Exercise (0 points)**

### **Discussion (25 points)**

### **Mastery Exercise (10 points)**

### **Portfolio Milestone (50 points)**

### **Options #1 and #2: Project Portfolio References**

By this point in the course, you should be working on your Portfolio Project. Your assignment this week is to submit scholarly references that you likely will incorporate in your final Portfolio Project.

Provide at least 10 peer-reviewed/scholarly references in APA format (published within the last five years) that you will likely incorporate in your final project. Then, explain details about each of the articles. Your article summary should be at least 2-3 sentences per article.

As a reminder, your final Portfolio Project needs only a minimum of five peer-reviewed/scholarly references, so you may not end up using all these sources. It is always better to start with more so that you have plenty as you narrow the focus of your paper.

**Additional requirements:**

- The CSU-Global Library is a good place to find these sources. You cannot use Wikipedia or any CSU-Global assignment. For this assignment, a credible source is defined as:
  - A scholarly or peer-reviewed journal article.
  - A government-based website or publication.
  - A trade or industry journal article, publication, or website, including those from trade organizations such as SHRM.org and TD.org.
- Your references be properly cited and formatted according to the CSU-Global Guide to Writing and APA.

**Note: This assignment must be submitted at the end of this week before 11:59 p.m. MT. There is no grace period for any Portfolio Project Milestone**

## **Module 7**

### **Readings**

- Laws enforced by the employment litigation section: Title VII of the Civil Rights Act of 1964. (2017, July 28). Retrieved from <https://www.justice.gov/crt/laws-enforced-employment-litigation-section>
- National Labor Relations Board. (n.d.). *Employer/union rights and obligations*. Retrieved from <https://www.nlr.gov/rights-we-protect/employerunion-rights-and-obligations>
- Lewis, J., & Dow, D. (2016). Waiver and revival of arbitral rights - An important issue for future employment litigation. *Labor Law Journal*, 67(4), 501-514.
- Rost, J., Schachter, R., Dodd, A., & Grajeda, E. (2012). Comparative international perspectives of arbitration in the franchising context. *Franchise Law Journal*, 31(3), 124-133.

**Opening Exercise (0 points)**

**Discussion (25 points)**

**Mastery Exercise (10 points)**

## **Module 8**

### **Readings**

- Alton, L. (2017, September 12). How much do a company's ethics matter in the modern professional climate? *Forbes*. Retrieved from <https://www.forbes.com/sites/larryalton/2017/09/12/how-much-do-a-companys-ethics-matter-in-the-modern-professional-climate/#733edf51c790>
- BC Open Textbooks. (n.d.) II. *Understanding business ethics. Making ethical decisions and managing a socially responsible business*. Retrieved from <https://opentextbc.ca/businessopenstax/chapter/understanding-business-ethics/>
- McClurg, D. D. (2017). Whistleblower protections: Internal reporting and Dodd-Frank's anti-retaliation provision. *Labor Law Journal*, 68(3), 156-164.
- Rudolph, A. (2016). If a whistle blows in-house, does it still make a sound? Issues regarding internal whistleblowers under Dodd-Frank (Part 2). *Practical Lawyer*, 62(5), 22-37.
- Verschoor, C., C.M.A., C.P.A. (2016). Global survey measures workplace integrity: GBES[™] finds considerable productivity benefits from an organizational culture that values ethical decision making and reporting. *Strategic Finance*, 98(6), 19-20.

**Opening Exercise (0 points)**

## Discussion (25 points)

## Mastery Exercise (10 points)

## Portfolio Project (275 points)

### Option #1: Employment Laws and Topics in a Unionized Work Environment

First, choose **two** of the following employment laws that impact a unionized workplace that interest you the most.

- The National Labor Relations Act (NLRA)
- The Immigration Reform and Control Act (IRCA) of 1986
- Title VII of the Civil Rights Act
- The Americans with Disabilities Act (ADA)
- The Age Discrimination and Employment Act (ADEA)
- Right-to-Work Law (RTW)

For both laws you selected:

1. Provide a summary of key features of the law; and
2. Describe how the law impacts the unionized workplace in terms of recruiting, selection, compensation, promotions/terminations, performance management, employee/labor relations, communication, and/or training and development.

Next, select **two** employment/labor relations topics that interest you the most from the following list, and conduct research on these topics as they relate to a *unionized* work environment.

- Drug/alcohol testing
- Seniority rights
- Right-to-work
- Union grievances
- Strikes and picketing
- Unfair labor practices
- Mandatory and permissive subjects of bargaining

For both employment/labor relations topics you selected:

1. Describe how this labor relations issue could affect organizational effectiveness and union-management relationships within the workplace.
2. Based on your research, explain your recommendations to manage those challenges effectively within the unionized workplace.

## Structural Requirements

Organize your paper using the following structure and section headers:

- Title page (include the option number with assignment title)
- Main Paper
- **Section 1: Introduction.** In this section, describe (1) the purpose of the paper, and (2) the upcoming sections of the paper. Provide a thesis statement.
- **Section 2: Summary and Impact of Employment Law #1.** In this section, (1) provide a summary of key features of the law, and (2) describe how the law impacts the **unionized workplace** in terms of recruiting, selection, compensation, promotions/terminations, performance management, employee/labor relations, communication, and/or training and development.
- **Section 3: Summary and Impact of Employment Law #2.** In this section, (1) provide a summary of key features of the law, and (2) describe how the law impacts the **unionized workplace** in

terms of recruiting, selection, compensation, promotions/terminations, performance management, employee/labor relations, communication, and/or training and development.

- **Section 4: Challenges and Recommendations for Labor Relations Topic #1.** In this section, (1) describe the challenges related to this labor relations issue on organizational effectiveness and union-management relationships within the workplace, and (2) based on your research, explain your recommendations to manage those challenges effectively within a unionized workplace.
- **Section 5: Challenges and Recommendations for Labor Relations Topic #2.** In this section, (1) describe the challenges related to this labor relations issue on organizational effectiveness and union-management relationships within the workplace and (2) based on your research, explain your recommendations to manage those challenges effectively within a unionized workplace.
- **Section 6: Conclusion.** In this section, provide a brief summary of (1) your lessons learned and (2) the reasons these topics are important for effective human resource management in unionized organizations.
- Reference Page

Additional requirements:

- A minimum of eight pages, or 2,000 words, not including the title and reference pages, which are required.
- Your paper must be properly cited and formatted according to the CSU-Global Guide to Writing and APA.
- Include a formal reference page. This is an individual paper; however, you should reflect on our discussion forums and incorporate ideas from there, as appropriate.
- You must support your analysis with at least five scholarly references and can include resources from this course.
- The CSU-Global Library is a good place to find these sources. You cannot use Wikipedia or any CSU-Global assignment. For this assignment, a credible source is defined as:
  - A scholarly or peer-reviewed journal article.
  - A government-based website or publication.
  - A trade or industry journal article, publication, or website, including those from trade organizations such as SHRM.org and TD.org.

### **Option #2: Time to Train: The Impact of Employment and Labor Laws for Human Resource Professionals**

Considering all the information discussed throughout this course, prepare a training presentation for new HR professionals about employment and labor laws that will impact an organization (nationally and internationally).

Your presentation should address the following four major topics:

- 1) One federal and one state (from the state you live in) employment or labor law of your choice.  
Cover the following:
  - Impact on policies, practices, and procedures.
  - Importance of understanding and applying these laws (other than the fact that not doing so would violate the law).
  - How these laws are similar to or different from the international laws from a country of your choice.
- 2) Working with labor unions
  - Two key points to remember when working with U.S. labor unions.
  - Two key points to remember when working with international labor unions.
- 3) Labor-management disputes
  - Grievances, mediation, and arbitration.

- Key tools to resolve labor disputes.
- 4) Ethical and legal issues for HR professionals
  - Potential impact of stakeholder viewpoints on organizational policies and procedures.
  - Key ethical issues HR professionals deal with today.

#### **Additional Requirements**

- A minimum of 15 slides, not including title page, table of contents, reference page or appendices.
- Speaker notes of 50-100 words for each slide.
- For organizational purposes, you must have headers on your slides that clearly identify the major topics described above.
- At least five scholarly references, including resources from this course.
- Proper formatting according to the CSU-Global Guide to Writing and APA.
- A formal reference page. This is an individual presentation; however, you should reflect on our discussion forums and incorporate ideas from there, as appropriate.
- The CSU-Global Library is a good place to find these sources. You cannot use Wikipedia or any CSU-Global assignment. For this assignment, a credible source is defined as:
  - A scholarly or peer-reviewed journal article.
  - A government-based website or publication.
  - A trade or industry journal article, publication, or website, including those from trade organizations such as SHRM.org and TD.org.

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## COURSE POLICIES

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Grading Scale	
A	95.0 – 100
A-	90.0 – 94.9
B+	86.7 – 89.9
B	83.3 – 86.6
B-	80.0 – 83.2
C+	75.0 – 79.9
C	70.0 – 74.9
D	60.0 – 69.9
F	59.9 or below

### Course Grading

20% Discussion Participation  
0% Opening Exercises  
8% Mastery Exercises  
37% Critical Thinking Assignments  
35% Final Portfolio Project

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## IN-CLASSROOM POLICIES

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For information on late work and incomplete grade policies, please refer to our [In-Classroom Student Policies and Guidelines](#) or the Academic Catalog for comprehensive documentation of CSU-Global institutional policies.

### **Academic Integrity**

Students must assume responsibility for maintaining honesty in all work submitted for credit and in any other work designated by the instructor of the course. Academic dishonesty includes cheating, fabrication, facilitating academic dishonesty, plagiarism, reusing /repurposing your own work (see CSU-Global Guide to Writing & APA for percentage of repurposed work that can be used in an assignment), unauthorized possession of academic materials, and unauthorized collaboration. The CSU-Global Library provides information on how students can avoid plagiarism by understanding what it is and how to use the Library and internet resources.

### **Citing Sources with APA Style**

All students are expected to follow the CSU-Global Guide to Writing & APA when citing in APA (based on the most recent APA style manual) for all assignments. A link to this guide should also be provided within most assignment descriptions in your course.

### **Disability Services Statement**

CSU-Global is committed to providing reasonable accommodations for all persons with disabilities. Any student with a documented disability requesting academic accommodations should contact the Disability Resource Coordinator at 720-279-0650 and/or email [ada@CSUGlobal.edu](mailto:ada@CSUGlobal.edu) for additional information to coordinate reasonable accommodations for students with documented disabilities.

### **Netiquette**

Respect the diversity of opinions among the instructor and classmates and engage with them in a courteous, respectful, and professional manner. All posts and classroom communication must be conducted in accordance with the student code of conduct. Think before you push the Send button. Did you say just what you meant? How will the person on the other end read the words?

Maintain an environment free of harassment, stalking, threats, abuse, insults, or humiliation toward the instructor and classmates. This includes, but is not limited to, demeaning written or oral comments of an ethnic, religious, age, disability, sexist (or sexual orientation), or racist nature; and the unwanted sexual advances or intimidations by email, or on discussion boards and other postings within or connected to the online classroom. If you have concerns about something that has been said, please let your instructor know.