

# McKendree University

## HRM 440 Employment Law

### Success Starts Here!

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The mission of McKendree University is to provide a high quality educational experience to outstanding students.

*~Responsible Citizenship*  
*~Engagement*  
*~Academic Excellence*  
*~Lifelong Learning*

I am not a product of my circumstances. I am a product of my decisions.

–Stephen Covey

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### Course Description

#### **HRM 440 Employment Law**

Overview of employment laws and labor laws impacting staffing relationships, such as; ADA, reasonable accommodation, Title VII, FLSA, FMLA, OSHA, WARN Act, LMDRA, NLRA, LMRA, FCRA, IRCA, and regulations.

Prerequisite: MGT 334 and BUS 303 or BUS 304.

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### Student Learning Outcomes

Students will assess the impact of changes to law/regulations on organizational human resource management functions and identify alternative courses of action.

Students will define legal and regulatory terminology and applications to human resource management.

*This Syllabus is subject to change as new material is introduced to the course or as class conditions warrant.*

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## HRM 440 Employment Law

### General Course Information and Resources

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Monitor your McKendree University email daily for course information.

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#### Resources

Holman Library <http://www.mckendree.edu/offices/library/index.php>

Academic Support Center <http://www.mckendree.edu/offices/academic-support-center/index.php>

Career Services <http://www.mckendree.edu/offices/career-services/index.php>

Writing Center <http://www.mckendree.edu/offices/writing-center/index.php>

<http://www.mckendree.edu/offices/writing-center/appointment.php>

**(See Writing Rubrics)**

Purdue OWL: <https://owl.english.purdue.edu/owl/>



Law and order exist for the purpose of establishing justice and when they fail in this purpose they become the dangerously structured dams that block the flow of social progress.

(Martin Luther King, Jr.)

izquotes.com

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## HRM 440 Employment Law



[blog.legalsolutions.thomsonreuters.com](http://blog.legalsolutions.thomsonreuters.com)

### Module 1

- Chapter 1 Overview of Employment Law
- Chapter 2 The Employment Relationship

#### Assignments

Video: Employment Law Quiz

Discussion Board:

Constitution Quiz <http://www.constitutionfacts.com/?page=quiz.cfm>

Introduce Yourself (*not graded*)

Case: Casias v. Wal-Mart Stores, p. 7-8, answer all 4 questions.

### Module 2

- Chapter 3 Overview of Employment Discrimination
- Chapter 4 Recruitment
- Chapter 5 Background Checks, References, and Verifying Employment

#### Assignments

Case: Chapter 5, Answer Question #4, p. 184

Discussion Boards:

Question #11, p. 147

**Test 1** Chapters 1 - 4

**Group Project**

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### Module 3

- Chapter 6      Employment Tests
- Chapter 7      Hiring and Promotion Decisions
- Chapter 8      Affirmative Action

#### Assignments

- Videos:**      What is Pre-employment testing?  
                    HR Avatar Pre-employment testing—Overview

Case: Chapter 8, Question #5, p. 292- 293

Discussion Boards:  
                    Assessment tools/tests

### Module 4

- Chapter 9      Harassment
- Chapter 10     Reasonably Accommodating Disability and Religion

#### Assignments

**Video:** Employment Law: The Americans with Disabilities Act

**Chapter 9**, Case: Gerald v. University of Puerto Rico, p. 304-309  
Answer questions: #3 and #4, on pg. 309.

Discussion Boards:  
                    Accommodating persons with disabilities

**Test 2** Chapters 5-8

### Module 5

- Chapter 11     Work-Life Conflicts and Other Diversity Issues
- Chapter 12     Wages, Hours, and Pay Equity
- Chapter 13     Benefits

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## HRM 440 Employment Law

### Assignments

- Videos:** Equal Pay Act of 1963  
Income Inequality is Good
- Article:** Is There a Real Wage Gap between Men and Women?

<http://dailysignal.com/2015/04/14/is-there-a-real-wage-gap-between-men-and-women/>

Case: Chapter 11, Question #4, p. 415, answer the question at the end of the case.

Discussion Board:  
HR in the news: Benefits

### Module 6

Chapter 14 Unions and Collective Bargaining  
Chapter 15 Occupational Safety and Health

### Assignments

**Video:** Teachers' Unions vs Students  
**OSHA** <https://www.osha.gov/html/a-z-index.html>

Case: Chapter 14, Question #5, p. 542  
Discussion Board:

OSHA and distracted drivers

**Test 3** Chapters 9-13

### Module 7

Chapter 16 Performance Appraisals, Training, and Development  
Chapter 17 Privacy on the Job: Information, Monitoring, and Investigations

### Assignments

Case: Ehling v. Monmouth-Ocean Hospital Service Corp., p. 642-645  
Answer Question # 2.

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Discussion Boards:

Chapter 16, Question #2, p. 620

### Module 8

Chapter 18 Terminating Individual Employees

Chapter 19 Downsizing and Post-Termination Issues

#### Assignments

**Video:** Employment at Will

Discussion Boards:

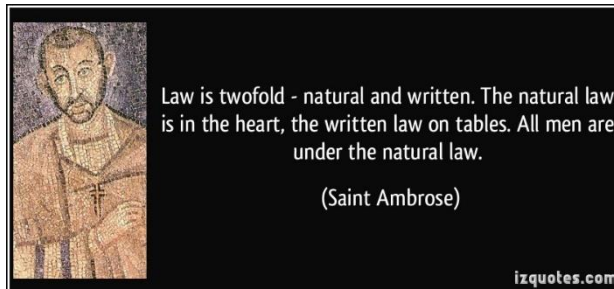
Employment at Will and Right to Work

**Test 4** Chapters 14-19

#### Signature Assignment

*Case Study: Religious Discrimination and Racial Harassment: What Ever Happened to MarShawn DeMur? (200 points)*

Write a 3-5 page analysis of the case answering all of the questions at the end of the case. Use a 12-pt font, APA format, and any references to the text or other sources.



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**Course Grading:** The final grade is a total of **(1000 points)** the following elements:

Discussion Boards (7 )25 points each	175 points
Group Project	75 points
Case Studies (7) 50 points each	350 points
Tests (4)	200 points
Signature Assignment	
Case Study	200 points

Grading				
A	1000-940		C+	809-780
A-	939-910		C	779-740
B+	909-880		C-	739-710
B	879-840		D	709-610
B-	839-810		F	609-0

### University Policies

#### Academic Integrity

Any student detected of academic dishonesty will receive the appropriate sanctions, which can include a failing grade ("F") for the course. In cases of serious violations, additional sanctions (such as academic probation or suspension) are possible.

#### Accommodations and ADA Policy

In accordance with the Americans with Disabilities Act (ADA), McKendree University provides services, auxiliary aids, and accommodations to meet the unique learning needs of students with disabilities. Students with officially documented disabilities, medical needs, legal problems, or who are the victims of crimes may qualify for educational accommodations. A student requiring assistance should contact the McKendree Student Success and Advising Center (SSAC). The SSAC provides coordination and implementation of special accommodations for students with documented disabilities. Students requiring accommodations for other issues should contact their instructor, Student Affairs, or Health Services.

For further information regarding university or course policies, please consult with your instructor and/or refer to the catalog.

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