I. Course Information:

Title: Employment Law
Course #: BLAW 8018
Credit Hours: 2
Term: Fall 2016
Prerequisites: N/A

II. Instructor Information:

Name: Whitney Westrich, JD
Title: Assistant Professor Educator - Business Law
Office Information: LCB, Room 315
Office: (513)556-9026
Mobile: (513) 470-9226
Email: westriwy@ucmail.uc.edu
Office Hours: Tuesdays/Thursdays 12:30-1:30PM; Wednesdays 5:15-6:00 PM EST
Communication Policy: Students are encouraged to contact me anytime via email or phone. A response will be given within 48 hours except on weekends.

III. Link to Pace:

This course aligns with PACE, the Lindner College of Business platform for developing the total business professional.

P – Professionalism

- Enhance oral & written communication, express ideas clearly, logically and persuasively.
- Develop and practice teamwork skills through group projects and exercises.
- Practice professional habits of punctuality, preparation, respect and participation.

A – Academics

- Develop foundational knowledge of core business functions and their interactions within firms.
- Begin applying functional and cross-functional knowledge to critically analyze business problems; for example applying techniques for business plan development.

C – Character

- Learn and apply leadership techniques for project management (plan, brief, execute, debrief).
- Build an understanding and initial skills of managing diversity, including understanding cultural differences, and challenges and opportunities of global business.
- Understand importance of ethics and social responsibility in business and personal settings.
E – Engagement

- Build understanding of importance and practices of networking through interactions with business professionals and guest speakers.
- Develop awareness and appreciation of involvement in social organizations, community service, and professional group opportunities.

IV. Course Materials


V. Course Description:

The course covers the full range of federal employment law and other federal laws affecting employment, and some areas of state employment law such as workers' compensation. Emphasis is placed on understanding the effect of these laws on the conduct of business. Landmark legal cases will be studied and discussed with the goal of illustrating the impact of employment law and the pitfalls which they pose. Current issues in the news will be discussed in order to illustrate the prevalence of employment law issues in the conduct of business.

VI. Student Learning Outcomes:

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

- Demonstrate an understanding of how the employment relationship is established and terminated.
- Understand worker classification to distinguish employees from independent contractors.
- Demonstrate an understanding of the specific laws impacting compensation, employment benefit and performance evaluation issues.
- Demonstrate an understanding of state and federal laws bearing on the employment relationship.
- Introduce a sense of the real world impact of employment law by discussing current examples of the impact of employment law on business, and the importance of properly managing employment relations.
- Demonstrate an understanding of the role human resource professionals in employment law compliance and enforcement.

VII. Instructional Methods:

- Classes will include lectures, discussions, in-class group interactions, and writing assignments;
- This course will involve use of the Blackboard and other relevant websites;
- I expect that you have read the assigned material prior to class and are prepared to apply and share that knowledge in productive discussions.
- Attendance in this class is essential! If you fail to attend class, it is highly unlikely that you will be successful in the course.
- It is my hope that this class will be enriched by lively contributions by all participants. There is a high expectation that mutual respect will be given to all opinions expressed during class.

VIII. Course Communication:

University policy requires that the email set up in Blackboard is the primary means of communication. It is advisable that you use your UC email for this purpose and that you check it often. If you choose to change your email in Blackboard to a non-UC email it is your responsibility to ensure you check it frequently. Please see the attached Student Email Policy for more information: http://www.uc.edu/content/dam/uc/infosec/docs/general/Policy_StudentEmail.pdf.
IX. Course and Grading Policies:

1. **Course Structure:** Changes to the syllabus, due dates, course requirements or grading requirements will be made as far in advance as possible. Due dates will be clearly marked in Blackboard. All assignments will be submitted via Blackboard using a Word document or PDF document.

2. **Academic Integrity:** As with all Lindner College of Business efforts, in this course you will be held to the highest ethical standards, critical to building character. Ensuring your integrity is vital and ultimately is your responsibility. To help ensure the alignments of incentives, the Lindner College of Business has implemented a “Two Strikes Policy” regarding Academic Integrity that supplements the UC Student Code of Conduct (see: [http://www.uc.edu/conduct/Code_of_Conduct.html](http://www.uc.edu/conduct/Code_of_Conduct.html))

   - All academic programs at the Lindner College of Business use this “Two Strikes Policy”;
   - All cases of academic misconduct (e.g., copying other students assignments, failure to adequately cite or reference, cheating, plagiarism, falsification, etc.) will be formally reported by faculty; and
   - Students will be afforded due process for allegations as outlined in the policy.

Consequences for Plagiarism and Cheating. Plagiarism and/or cheating will result in a grade of “0” points (“F”) being assigned for the exam, test, quiz, or assignment.

3. **Disability:** Students with disabilities who need academic accommodations or other specialized services while attending the University of Cincinnati will receive reasonable accommodations to meet their individual needs as well as advocacy assistance on disability-related issues. Students requiring special accommodation must register with the Disability Services Office. [http://www.uc.edu/aess/disability.html](http://www.uc.edu/aess/disability.html)

4. **Missed and/or late examinations, quizzes, and graded exercises:**

   No late assignments or graded activities will be accepted unless prior arrangements (at least 24 hours in advance of the due date) have been made with the professor or there is a documented emergency. In the event of a documented emergency, the assignment is due prior to the beginning of the next class period.

5. **LCB Weather Related Protocol:**

   When inclement weather threatens the safety of the University of Cincinnati community, the Senior Vice President for Administration and Finance may invoke University Rule 3361:10-55-01 and declare an emergency closing.

   The Lindner College of Business will observe the university emergency closing protocol for all on-campus classes. During a university emergency closing, all college offices will be closed.

   Students should clarify with their course instructors how the closure will affect assignments and deadlines, and whether class information from the missed session(s) will be posted on Blackboard, and/or if the class will meet virtually during the closure.
6. Criteria for letter grades:
Your course grades will be based on your performance on the following:

Point Allocation: Total Points Available: 100 Points

<table>
<thead>
<tr>
<th>Activity</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>Training Presentation</td>
<td>15 points</td>
</tr>
<tr>
<td>Slides (5 points)</td>
<td></td>
</tr>
<tr>
<td>Presentation (10 points)</td>
<td></td>
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<tr>
<td>Position Statement &amp; Activity</td>
<td>15 points</td>
</tr>
<tr>
<td>Worker Classification Memo</td>
<td>10 points</td>
</tr>
<tr>
<td>Connect Assignments (3 at various points)</td>
<td>5 points</td>
</tr>
<tr>
<td>In Class Quizzes (3 quizzes worth 5 points each)</td>
<td>15 points</td>
</tr>
<tr>
<td>Test #1</td>
<td>20 points</td>
</tr>
<tr>
<td>Test #2</td>
<td>20 points</td>
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</tbody>
</table>

The grading scale will apply with final point totals converted to letter grades as follows:

<table>
<thead>
<tr>
<th>Points</th>
<th>Grade</th>
<th>Points</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>93-100</td>
<td>A</td>
<td>80-82</td>
<td>B-</td>
</tr>
<tr>
<td>90-92</td>
<td>A-</td>
<td>77-79</td>
<td>C+</td>
</tr>
<tr>
<td>87-89</td>
<td>B+</td>
<td>73-76</td>
<td>C</td>
</tr>
<tr>
<td>83-86</td>
<td>B</td>
<td>Below 72</td>
<td>F</td>
</tr>
<tr>
<td>Week #</td>
<td>Week of</td>
<td>Description</td>
<td>Text Chapter(s)</td>
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| 1      | 10/12   | Introduction to Employment Law, Overview of the Origins of Employment Law in America  
The Employment Relationship: Agency, Worker Classification, Joint employer liability  
Quiz #1 | 1 |
| 2      | 10/19   | Employment at Will, Whistleblower Protections,  
Other Federal Employment Laws (FMLA, OSHA, ERISA, COBRA, HIPPA)  
Labor Law: Unions, Labor Contracts, Strikes | 2, 15, 16 |
| 3      | 10/26   | Recruiting, Information Gathering, Performance Management  
Employee’s Right to Privacy  
Test #1 | 4, 14 |
| 4      | 11/2    | Civil Rights, Title VII  
Race Discrimination  
National Origin Discrimination | 3, 6, 7 |
| 5      | 11/9    | Sex Discrimination (Equal Pay Act, Gender, Pregnancy, Sexual Harassment)  
Religious Discrimination  
Quiz #2 | 8, 9, 11 |
| 6      | 11/16   | Training Presentations | |
| 7      | 11/23   | Disability Discrimination  
Age Discrimination  
Final Exam Review  
Quiz #3 | 13, 12 |
| Exam   | 11/30   | Final Exam | |