HUMAN RESOURCE LAW
MG 330-001
SPRING 2016 Syllabus

Instructor: Russell S. Doughty
Class Hours: Mondays and Wednesdays 4:30pm to 5:45pm
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COURSE DESCRIPTION:
The course is a broad brush review of the various labor and employment laws that help shape the US business environment. Topics include Common Law issues, Equal Employment Opportunity, Employment law and Labor Relations Law. In addition we will review the current trends, new laws (ACA), legislation and their impact on the US Economy and our competitiveness in the world economics.

COURSE OBJECTIVES:
1.0 Develop a working understanding of the basics of employment and labor laws.
2.0 Develop the ability to identify potential labor and employment legal threats in the US business environment.
3.0 Develop the ability to write and implement Human Resource Management procedures in the workplace.
4.0 Learn the history of employment law and legislation in the US.
5.0 Review of employment law and the Constitution.

TEXT: Cihon and Castagnera, Employment and Labor Law 8th Edition

ASSIGNMENTS AND GRADING:
I do take role in this class. I believe that 80% of success in life is showing up. Attendance will count for 20% of your grade. The other 80% will cover tests and assignments. In this course you will largely be dealing with case studies around legal issues/landmark court decisions. There is a specific format outlined in the preface of the text xiv Reading Cases. At my discretion, I may offer extra credit assignments.

SHARING ASSIGNMENTS: It never ceases to amaze me that some students think that it is acceptable to work on assignments as a group and turn in papers with the exact same writing and answers. This practice is not acceptable. Such behavior will result in a failing score on the assignment and possibly the course. As I grade papers and tests I can and do see patterns that indicate that sharing is occurring.

SPECIAL ACCOMMODATION: Boise State University is committed to equal opportunity learning for all. As a student it is your responsibility to identify any special accommodations that you may require to achieve your education goals. As we as a university expand on the world stage we attract students from many different nations where the English language is not the primary language spoken. In being accepted at BSU, secondary English speaking students are required to be able to communicate effectively in English both spoken and written.
Each Assignment will be worth 10-15 points

GRADE POINTS:
A  90% and above
B  80% to 89%
C  70% to 79%
D  60% to 69%
F  59% and below

Extra credit “The Forgotten Man” Amity Shlaes  50pts

TENTATIVE CLASS SCHEDULE

Jan 11  House Keeping/1st day of class
Jan 13  History of Common Law
Jan 18  Martin Luther King Day
Jan 20  The Constitution Part 1 The three branches
Jan 25  The Constitution Part 2 The amendments
Jan 27  Chapter 2 Employment Contracts, “At Will” doctrine, Wrongful Discharge
Feb  1  Chapter 2 cont.
Feb  3  Chapter 3 Common Workplace Torts
Feb  8  Chapter 3 cont.
Feb 10  Chapter 4 Employee Privacy Rights in the 21st Century
Feb 15  Presidents Day….no class
Feb 17  Chapter 5 Global Perspective: International Employment
Feb 22  Exam 1
Feb 24  Chapter 6 Title VII of the Civil Rights Act and Race Discrimination
Feb 29  Chapter 6 Title VII continued
Mar  2  Chapter 7 Gender and Family Issues: Title VII and other Legislation
Mar  7  Chapter 7 continued
Mar  9  Chapter 8 Religion, National Origin and Title VII
Mar 14  Chapter 8 continued
Mar 16  Chapter 9 Discrimination based on Age
Mar 21  SPRING BREAK
Mar 28  Chapter 9 Discrimination based on Age cont.
Mar 30  Chapter 10 Discrimination based on Disability
Apr  4  Chapter 10 continued
Apr  6  Exam 2
Apr 11  Chapter 11 Affirmative Action Plan, Other EEOC Regulations
Apr 13  Chapter 20 OSHA
Apr 18  Chapter 20 OSHA CONT.
Apr 20  Chapter 21 Workman’s Compensation, Employee entitlement programs Social Security
Apr 25  Chapter 22 The Fair Labor Standards Act
Apr 27  Chapter 22 The Fair Labor Standards Act cont.
May  2  Finals Week/Final 5:30 to 7:30