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 the origin of Common Law, the US Constitution
and its impact on HR Law, Equal Employment Opportunity, Employment Law and Labor
Relations. In addition we will review the current trends, new laws (ACA), Legislation,
Immigration Employment Policies, Gender and Race Identification 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 9th 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/land mark 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 narrative
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.

Political Correctness: You are a college student at a major university, you are here to learn
and be challenged, to examine your core beliefs. There will be topics and discussions that may
bother you, or go against your thinking. We will discuss current trends in our society that impact
the evolving laws in Human Resource environment.
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  30 points or Constitution Project 30 points

TENTATIVE CLASS SCHEDULE

Jan 08 House Keeping/1st day of class
Jan 10 History of Common Law
Jan 15 Martin Luther Day (No Class)
Jan 17 The Constitution Part 1 The three branches
Jan 22 The Constitution Part 2 The amendments
Jan 24 Chapter 2 Employment Contracts, “At Will” doctrine, Wrongful Discharge
Jan 29 Chapter 2 cont.
Jan 31 Chapter 3 Common Workplace Torts
Feb 05 Chapter 3 cont.
Feb 07 Chapter 4 Employee Privacy Rights in the 21st Century
Feb 12 Chapter 5 International Employment
Feb 14 Exam 1
Feb 19 Presidents Day (no class)
Feb 21 Chapter 6 Title VII of the Civil Rights Act and Race Discrimination
Feb 26 Chapter 6 Title VII continued
Feb 28 Chapter 7 Gender and Family Issues: Title VII and other Legislation
Mar 5 Chapter 7 continued
Mar 7 Chapter 8 Religion, National Origin and Title VII
Mar 12 Chapter 8 continued
Mar 14 Chapter 9 Discrimination based on Age
Mar 19 SPRING BREAK
Mar 26 Chapter 9 Discrimination based on Age cont.
Mar 28 Chapter 10 Discrimination based on Disability
Apr 2 Chapter 10 continued
Apr 4 Exam 2
Apr 09 Chapter 11 Affirmative Action Plan, Other EEOC Regulations
Apr 11 Chapter 20 OSHA
Apr 16 Chapter 20 OSHA CONT.
Apr 18 Chapter 21 Workman’s Compensation, Employee entitlement programs Social Security
Apr 23 Chapter 22 The Fair Labor Standards Act
Apr 30 Finals week no class
May 3 Final 3pm to 5pm