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By Appointment

HR Law
Human Resources and Employment Relations
Loyola University Chicago
Monday's 6:00 p.m.-9:00 p.m.
Schreiber Center, Rm 406
11/12/18-2/11/19

Catalog Description

This course will introduce students, by a combination of statutory case law analysis and readings, to the substantive case law in the area of employee-employer relations. The statutes and case law encompass the following: National Labor Relations Act, Title VII of the Civil Rights Act of 1964, Age Discrimination in Employment Act (ADEA), Americans with Disabilities Act (ADA), Civil Rights Act of 1991, Illinois Human Rights Act, and Illinois Employment Law Statutes and Regulations.

Course Overview

This course will provide students with a thorough knowledge of the Federal and State laws that govern the employee-employer relationship. Whether the student has a career in Human Resources or some other management area, it will equip him/her to analyze the legal implications of employee issues that arise.

Course Objectives and Learning Outcomes

- Identify which particular cases or statutes may be relevant when adopting new policies or contemplating possible employee decisions.
- Increase the skills of students to review a set of facts and determine if there is a statute or case law that provides guidance on the legality of a particular course of action.
- Equip students to more successfully interact with inside counsel and outside attorneys regarding labor and employment law issues.

Required Materials

Required Readings

1. Walsh, D. (2016) Employment Law for Human Resource Practice, 5th Edition, Cengage learning, Boston, MA.
2. Handouts: Readings and Notes

Suggested Supplementary Resources

Additional Resources:

1. Internet search engines (Google & Google Scholar, Ask, Yahoo, Dogpile, Alltheweb)
2. The Society for Human Resource Management – www.shrm.org
3. SHRM Global Forum – www.shrmglobal.org
4. Human Resources International – www.hri.com
5. Society for Industrial/Organizational Psychology – www.siop.org

Course Requirements and Grading Criteria

Participation

The best part of this class is what we can learn from each other's diverse work and life experiences. The participation component of your course requirements is taking an active part in class discussions including preparing cases, carefully reading the assigned readings for each class, and sharing your own professional, cultural, and intellectual experiences. I expect to hear from each student during each class session

Class Policies

The course is designed to be fully interactive. To get the most out of this course, you need to participate actively in class discussions. Participation requires preparation before class, attendance in class, and presentation of your ideas to the class.

- Please check Sakai for announcements and possible handouts before each class.
- Please bring your textbook and assigned readings to each class when necessary.
- If you have to miss a class, please be aware that exams cover material discussed in class in addition to assigned readings and handouts. It is your responsibility to get notes and information from your classmates that you may have missed.
- This syllabus and the topics assigned to each day/week are subject to change.

Class Format

The format of the class will be a combination of presentations, textbook readings, discussions, class lectures and assignments, debates, dialogues, case studies and videos. Attendance and active participation of all students is critical to success in this course. We will use Sakai as an interactive way to communicate. Please make a habit of checking Sakai to ensure you have all

the readings and course materials.

Tests

The take-home midterm exam will consist of short essay questions. The exam will cover material from assigned readings, lectures, and classroom discussions and activities.

The in-class final exam will be comprehensive and will consist of essays and/or cases to analyze, broadly covering major themes from the entire course.

Grading criteria for the exams include

- Knowledge of the subject matter
- Linkage to assigned texts and class activities
- Answering every part of the question

Grading

Coursework will consist of two exams, a team presentation and summary paper, and participation in class discussions and activities. Assignment of grades will be based on the following:

Midterm exam	35%
Final exam	35%
Case Presentation	15%
Class Participation	15%

Assignment of letter grades will be as follows:

A (A+) *	94-100
A-	90-93
B+	87-89
B	84-86
B-	80-83
C+	77-79
C	74-76
C-	70-73
D+	67-69
D	64-66
D-	60-63

* For individual exams and projects, a grade of A+ (98-100) may be given.

Quinlan School of Business Policies:

Attendance

Class attendance and participation are fundamental components of learning, so punctual attendance at all classes, for the full class meeting period, is expected of Quinlan students. Faculty may set participation policies unique to their courses and use class participation as a component of the final grade. The student is responsible for any assignments or requirements missed during an absence.

Make-Up Examinations

Loyola University academic policy provides that tests or examinations may be given during the semester or summer sessions as often as deemed advisable by the instructor. Because Quinlan faculty believe examinations represent a critical component of student learning, required examinations should be taken during the regularly scheduled class period. **Make-up examinations are discouraged.** Exceptions may be granted only by the faculty member or department chair, and only for unavoidable circumstances (illness verified by a signed physician's note, participation in intercollegiate athletic events, subpoenas, jury duty, military service, bereavement, or religious observance). A make-up final examination may be scheduled only with the permission of the appropriate Quinlan Assistant or Associate Dean.

If a make-up examination must be given, it is the responsibility of the faculty member to prepare, schedule, and proctor the exam. Limited assistance in proctoring make-up exams may be available through a designated Quinlan administrative assistant. . For a student with a documented special testing need, please consult University policy concerning use of the testing center in Sullivan Center at Lake Shore Campus.

Academic Integrity

All members of the Quinlan School shall refrain from academic dishonesty and misconduct in all forms, including plagiarism, cheating, misrepresentation, fabrication, and falsehood...Plagiarism or cheating on the part of the student in individual or group academic work or in examination behavior will result minimally in the instructor assigning the grade of "F" for the assignment or examination. In addition, all instances of academic dishonesty must be reported to the chairperson of the department involved.

For further information about expectations for academic integrity and sanctions for violations, consult the complete Quinlan School of Business Honor Code and Statement of Academic Integrity on the Quinlan website:

<http://www.luc.edu/media/lucedu/quinlanschoolofbusiness/pdfs/Honor-Code-Quinlan-July2012.pdf>

Class by Class/Week by Week Course Outline

Week	Class Content	Reading Due
1 / November 12, 2018	<p>Introduction to the Course /Syllabus Review</p> <p>Overview of Employment Law</p> <p>The Employment Relationship</p> <p>Overview of Employment Discrimination</p> <p>Employment Law Video</p>	<p>Walsh – Chapters 1, 2 &3</p> <p>Please focus on the following cases:</p> <ul style="list-style-type: none"> • EEOC vs. Autozone (1) • Glatt vs. Fox Searchlight Pictures (2) • Griggs vs. Duke Power
2 / November 19, 2018	<p>Recruitment</p> <p>Background Checks, References, and Verifying Employment Eligibility</p>	<p>Walsh – Chapters 4 & 5</p> <p>Please focus on the following cases:</p> <ul style="list-style-type: none"> • EEOC vs. Target • Navarete vs. Naperville Psychiatric ventures
3 /November 26, 2018	<p>Employment Tests</p> <p>Hiring and Promotion Decisions</p>	<p>Walsh – Chapters 6 & 7</p> <p>Please focus on the following cases:</p> <ul style="list-style-type: none"> • EEOC vs. Dial Corp. • Breiner vs. Nevada department of Corrections • Henry vs. Outback Steakhouse https://www.vorys.com/publications-1973.html (4/18/17)
4 / December 3, 2018	<p>Affirmative Action</p> <p>Harassment</p> <p>Take home Mid-term exam – Due 12/10/18</p>	<p>Walsh – Chapters 8 & 9</p> <p>Please focus on the following cases:</p> <ul style="list-style-type: none"> • Lomack vs. City of Newark • EEOC vs. Management Hospitality of Racine • Hively Vs. Ivy Tech Community College

		http://www.employmentlawblog.info/2017/04/hively-v-ivy-tech-community-college-no-15-1720-7th-cir-apr-4-2017-en-banc.shtml (4/4/17)
5 / December 10, 2018	Reasonably Accommodating Disability and Religion Work-Life Conflicts and other Diversity issues Mid-term Due	Walsh - Chapters 10 & 11 Please focus on the following cases: <ul style="list-style-type: none"> • Keith vs. County of Oakland • Ragsdale vs. Wolverine Worldwide Inc. http://www.shrm.org/legalissues/legalreport/pages/cms_000931.aspx • Jones V. Gulf Coast Healthcare http://caselaw.findlaw.com/us-11th-circuit/1857019.html FMLA / Social Media (4/19/17)
6 / January 14, 2019	Wages, Hours and Pay Equity Benefits	Walsh – Chapters 12 & 13 Please focus on the following cases: <ul style="list-style-type: none"> • Keller vs. Summit Seating • Helton vs. AT&T • Rizo vs. Yovino http://www.employmentlawblog.info/2017/06/what-employees-should-know-in-the-wake-of-the-9th-circuit-pay-history-ruling.shtml (2017) Please review the Ledbetter vs. Goodyear Tire and Rubber. https://en.wikipedia.org/wiki/Ledbetter_v._Goodyear_Tire_%26_Rubber_Co.
7 / January 21, 2019	Unions and Collective Bargaining Occupational Safety and Health	Walsh – Chapters 14 & 15 Please focus on the following cases: <ul style="list-style-type: none"> • MasTec Advanced technologies • SeaWorld of Florida vs. Perez
8 / January 28, 2019	Performance Appraisals, Training and Development	Walsh – Chapters 16 & 17 Please focus on the following cases:

	Privacy on the Job: Information, Monitoring and Investigations	<ul style="list-style-type: none"> • Cortez vs. Wal-Mart Stores • Koeppel vs. Speirs
9 / February 4, 2019	Terminating Individual Employees Downsizing and Post- Termination issues	Walsh – Chapters 18 & 19 Please focus on the following cases: <ul style="list-style-type: none"> • Lane vs. Franks • Weekes-Walker v. Macon Country Greyhound Park
10 / February 11, 2019	Final Exam Due	

Please note: This class may occasionally deviate from the course outline above.
The instructor reserves the right to make changes as needed to the course syllabus.