HRER 418 Human Resources Law Spring 2014
Tuesdays / 6:00 pm – 9:00 pm Maguire Hall Class Room 360

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

- Handouts to be distributed.

## Course Requirements and Grading Criteria

Your final course grade will be comprised of the following parts:

- Grade on Written Digest of one assigned case and discussion of its significance with verbal report to class – 25%
- Grade on ten proposed questions and answers for the final examination – 10%
- Grade on Final Examination – 50%
- Class participation – 15%

## 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. The student is responsible for any assignments or requirements missed during an absence.

### 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.

Class by Class/Week by Week Course Outline

Class Number & Date       Topic & Assignment/Readings

SPRING BREAK

Class 6 [2014 04 08] -- Bennett-Alexander Chapters 10 and 11.
Class 8 [2014 04 22] -- Bennett-Alexander Chapters 13 and 16.
Class 10 [2014 05 06] -- Cumulative Final Exam.

Final Exam Month/Day 2014 05 06

Each student is REQUIRED to submit ten proposed questions with answers based on the materials covered in this course. These questions and answers will be graded. Some of these “Questions and Answers” will be distributed to the class as a study guide and used as the basis for Part I of the Final Examination. There will also be a Part II of the Final Examination which will be fact situations drafted by the instructor. Students will be asked to identify the Human Resources Law Issues raised by those fact situations.

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.