

MANAGEMENT 400-A70 EMPLOYMENT LAW
Summer 2016

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INTRODUCTION

The purpose of this course is to analyze the impact of employment-related statutes and case holdings on the business environment. The focus of this class will be on the impact of these laws and holdings on business decisions.

The federal laws and guidelines relating to the employment relationship are numerous. This course, however, will focus on those that have the greatest impact on personnel decisions. Those include the following: the United States Constitution, Title VII of the Civil Rights Act of 1964, the Uniform Guidelines on Employee Selection Procedures, the EEOC Guidelines on Discrimination Because of Sex, the Age Discrimination in Employment Act, EEOC Guidelines on ADEA, the Rehabilitation Act and the American With Disabilities Act, the Fair Labor Standards Act, the Occupational Safety and Health Act, the Family and Medical Leave Act, and the Employee Retirement Income Security Act.

The course will present issues and case law related to the commencement of the employment relationship, terms and conditions of the relationship, discrimination in recruitment, employment and discharge, and wrongful termination. Of primary interest will be necessary personnel or employment decisions and their ramifications.

While the precise wording of the relevant statutes and guidelines is evidently crucial to any analysis of their effect, the course will concentrate on the examination of the court holdings interpreting this language in relation to the facts of each case.

TEXT AND READINGS

EXTENSIVE READING IS REQUIRED FOR SUCCESSFUL COMPLETION OF THIS COURSE.

The text is: Dawn D. Bennett-Alexander & Laura B. Harman, Employment Law for Business, 8th Ed. ISBN 978007802379-3.

This book is available at the [WKU Bookstore](#)!

COURSE REQUIREMENTS

This class will consist of digital lectures and textual case analyses of legal problems and employment issues. Read, watch, and comprehend!

ATTENDANCE AND GRADES

Student's grades will be determined by three objective tests (33 1/3% each).

No make-up tests will be administered!

CHEATING WARNING

Be aware that you are under close scrutiny while taking an examination in any and all of the testing centers. Cheating in any and all forms will receive an F for the entire course.

TESTING

You **must** register with the DELO Testing Center prior to taking an exam.

To register for an exam to go <http://www.wku.edu/testing/>. Register early to avoid scheduling difficulties.

DELO Testing Center e-mail: delo.testing@wku.edu

DELO Testing Center phone: (270) 745-5122 | Toll Free: 1-800-544-2280

Test Dates:

1. June 9th & 10th
2. June 16th & 17th
3. June 23rd & 24th

ADA COVERAGE

Students with disabilities who require accommodations for this course must contact the Student Accessibility Resource Center, DSU 1074. The SARC telephone number is (270) 745-5004. Per university policy, please do not request accommodations directly from the professor or instructor without a letter of accommodation from the Student Accessibility Resource Center.