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SYLLABUS HRD 323

CLAREMONT GRADUATE UNIVERSITY

This class is intended to provide students with a broad overview of the labor and employment laws that will be applicable in most employment contexts. This survey will include discussions and readings relating to the employment relationship, wrongful termination, discrimination (race, sex age, disability, religion, etc.), harassment, various leaves, labor management relations, workers compensation and privacy in the workplace. Each class will also include time devoted to a discussion of current employment law issues as reported in the media.

Required Texts:

- (1) Littler-Mendelson - National Employer 2008-2009 Volumes I-III, California Employer 2007-2008.

Each week (including the first week) each member of the class is expected to bring to class a news item concerning a current employment issue. The source can be newspapers, internet, magazines, etc. The article should involve some aspect of employment law such as recent court decision, new statute or regulation or some other issue relevant to the Human Resources profession.

Reading Assignments:

- January 24    Overview of Discrimination Law  
National Employer - Chapter 3, pp. 70-135  
California Employer - Chapter 1, pp. 1-32
- January 31    Wrongful Discharge and Independent Contractors  
California Employer Chapter 2

- California Employer Chapter 5
- National Employer Chapter 23, pp. 1895-1955
- February 7 Harassment and Religion in the Workplace
- National Employer Chapter 4
- California Employer, pp. 19-28
- February 14 Disability Issues and Leaves of Absence
- National Employer Chapter 5
- California Employer Chapter 3, pp. 142-194
- National Employer Chapter 26
- February 21 Wage-Hour Law - National Labor Relations Act
- National Employer Chapter 21
- California Employer Chapter 3, pp. 59-106
- NLRA - Handout
- February 28 Employee Privacy - Workers Compensation
- California Employer Chapter 7
- California Employer Chapter 3, pp. 196-223
- March 7 Catch-up and Review

The grading will be based upon meaningful class participation (20%), one short paper (3-6 pages) due March 8, 2008, (30%) and a take home final exam (50%).