SUMMER 2017 SYLLABUS

Course: Legal Environment of Employee Relations, MGMT 431-DL  
Instructor: M. Yvonne Demory, J.D., LL.M., Assistant Professor of Business Legal Studies  
Office Location: Enterprise Hall 028  
Office Email: ydemory@gmu.edu  
Virtual Office Hours: By appointment

Course Description: This course is an in-depth analysis of the legal and regulatory environment of the employment relationship for School of Management majors. Course content focuses on legal and regulatory issues in employee relations from a historical and current perspective.

Course Delivery: This course will be delivered in an online distance-learning format. With the exception of the textbook, all lectures, movies and assignments are available on Blackboard. There are no class sessions scheduled face-to-face. However, significant virtual presence for lectures and assignments is expected. All lectures are asynchronous. Assignments must be completed in 24-hour windows (essay assignments and discussion questions) per the schedule below. Please do not enroll in this course, if you will not have significant and reliable access to a computer and the Internet during the course and especially during assignment windows.

Course Prerequisites: “C” or higher in BULE 302/303; degree status.

Course Objectives: To deepen students’ understanding of the laws and regulations that govern the employment relationship.

Management Program Learning Goals:
(1) Students will integrate key components of human resource management, including employee relations and employment law.
(2) Students will analyze and solve problems creatively.

Course Learning Objectives: The specific learning objectives of this course are to provide:
(1) To understand how managing compliance with the laws governing the employment relationship can provide organizations a competitive advantage through decreased exposure to costly litigation.
(2) To demonstrate a working knowledge of the legal environment for employee and labor relations.

- The loose-leaf custom version of the textbook is available in the GMU bookstore. ISBN: 9781309085639 ($212).

- The e-book version of the textbook is available for purchase and download through the link on Blackboard ($125).

Website: Course materials are available on Blackboard (gmu.blackboard.com), including the syllabus, audio lectures, and assignments. Grades and announcements will also be posted on Blackboard.

Email: Occasionally, the instructor will send announcements through GMU email. Please check GMU email regularly. When contacting the instructor by email, please give your name and course. The instructor responds to most emails within 24-48 hours.

Disabilities: The instructor is committed to providing reasonable accommodations for students with disabilities. Such students should contact the university’s Office of Disability Services (ODS) at 703-993-2474. This instructor must be notified of your request for any accommodations at the beginning of the semester and at least ten days prior to an assignment, if an accommodation for that assignment is being requested.

Religious Holidays: A list of religious holidays is available on the University Life Calendar page (http://ulife.gmu.edu/calendar/religious-holiday-calendar/). Any student whose religious observance conflicts with a scheduled course activity must contact the Instructor at least 2 weeks in advance of the conflict date in order to make alternative arrangements.

Diversity and Inclusivity: This course embodies the perspective that we all have differing perspectives and ideas and we each deserve the opportunity to share our thoughts. Therefore, we will conduct our discussions with respect for those differences. For further information on the university’s policy on diversity and inclusivity, please visit: http://integrity.gmu.edu/.

Honor Code: George Mason’s Honor Code prohibits cheating and attempted cheating, plagiarism, lying and stealing. Students are required to familiarize themselves with the George Mason Honor Code and follow it at all times. As a reminder, all assignments are to be the student’s individual work, using resources outside the course, including resources on the Internet and other individuals are strictly prohibited and a violation of the Honor Code. It is also a violation of the Honor Code to discuss any assignment with students who have not completed the assignment yet.

ASSIGNMENTS

Movie Assignment:

It is imperative that you watch each movie and read the background material before responding to the movie assignment because you will only have 30 minutes to respond.
Students are required to watch “Mississippi Burning” and “North Country” and read related background material; movies and background material are posted on Blackboard. In conjunction with the movies, questions for each movie will be available for 24 hours, as noted in the schedule. Students must respond to one question (out of four) per movie within 30 minutes during the 24-hour window noted in the schedule. Provide your answer in the response box provided on Blackboard.

Both movie assignments are required. If you fail to complete one movie assignment, you will receive a 10-point deduction on the other.

Each response should be 100-200 words and each is worth 25 points. The response must be the student’s own work; relying on Internet resources is prohibited. No Internet resources are permitted. The only resources permitted are: 7th edition of the textbook or e-book, background material posted on Blackboard, lectures and slides. Collaboration is also prohibited. The total assignment is worth 50 points. Please review the Grading Rubric and Syllabus Review posted on Blackboard before completing this assignment.

Because students are provided a 24-hour window to complete the movie assignments, there are no make-up opportunities. Please plan accordingly. It is the student’s responsibility to maintain Internet and Blackboard access. Extensions will not be granted because a student’s access to Blackboard has been denied (due to expired passwords, etc.).

Essays:

It is imperative that you read the material and listen to the lectures before attempting the essays because you will only have 30 minutes to upload your response to each essay prompt.

Eight essays are scheduled during the semester. Each is worth 100 points. They will be released on the dates and times listed in the Schedule and will cover the material listed in the Schedule. Essay 8 will be based on any material from the entire semester. Essays will be available for 24 hours, except for Essays 7 and 8, which will be available for 48 hours. Once you access an essay during the window, you will have 30 minutes to UPLOAD your response. Your two lowest essay scores from the semester will be dropped. However, you must complete Essay 1 and Essay 8 and they must be completed satisfactorily. IF YOU DO NOT COMPLETE ESSAY 1 OR 8, you are not eligible to drop that score. You may not do as well as you would like in the course, as a result.

When completing your essays, you must upload your response as a Word document to Blackboard. You must double-space your document and type your name at the top (not in a header). Your response should be no more than 300 words; your name will not be included in the word count. You may rely on only the material available in the course (7th edition of textbook/e-book, lectures, and slides) for your essay and your essay must be your own original work. Using Internet resources is prohibited. Students may not collaborate with anyone in preparing their responses. Every essay must have case law support (from the 7th edition of the textbook/e-book) and/or statutory law support. For further guidance, please review the Grading Rubric and Syllabus Review posted on Blackboard before completing the essays. The professor will make every effort to post grades within one week after each assignment.

Because students are provided a 24-hour window to complete essays and the opportunity to
drop two essay scores, there are no make-up essays, early releases, or extensions. Please plan accordingly. It is the student’s responsibility to maintain Internet and Blackboard access. Extensions will not be granted because a student’s access to Blackboard has been denied (due to expired passwords, etc.). Blackboard recommends using Google Chrome or Firefox.

Permitted Resources for Assignments and Assignment Guidance: All permitted resources necessary for completion of these assignments are either in the textbook or on Blackboard and include only: 7th edition textbook or e-book, slides, audio lectures, knowledge checks, Mississippi Burning movie, North Country movie, and background material for movies posted on Blackboard; Internet resources or any other resource are prohibited.

These assignments are not designed as research projects. Movie assignments are designed for you to address a discussion question based on your insight and understanding of the material and the movie. Essays are designed for you to apply your learning and understanding of the law to various employment scenarios. Essays should be treated like in-class essays. For every essay, case law support is required (at least one relevant case must be used as support). Effective case law support means, you paraphrase the facts and ruling of a supportive case (in your own words) and explain how the case ruling supports your analysis. Support from at least one court case is required for each essay. Provide additional case law support only if time and space permit. You are also being graded on your analysis of the legal principles. Use the legal terminology you learn in the material.

- Before starting an essay, you should format your Word document ahead of time (name at top and double-spaced).
- Read and summarize cases from the relevant modules in your own words prior to starting an essay. Cases can be found on slides and in the textbook. Having case summaries in Word prior to starting an essay will save you time during the essay and will also help you prepare for the essays. Once you have cases summarized, it is much easier to quickly identify a relevant case for your analysis when you begin an essay.
- DO NOT QUOTE OR CUT AND PASTE MATERIAL (more than 7 consecutive words) FROM ANY RESOURCE FROM THE COURSE OR OTHERWISE; PARAPHRASE IN YOUR OWN WORDS (even if quotes and attribution are provided, it is still violation of these policies and the Honor Code). I want your thoughts not someone else’s.

Students taking this course have been turned in to the Honor Committee for plagiarism and cheating and have been found guilty receiving Fs in the course. Please be aware of the policies in this syllabus, Instructions/Grading Rubrics for assignments, and the University’s cheating and plagiarism policies. However, most students have no problem following the policies and are quite successful in the course!

Grading:
Essays (6 of 8 essays) 600 points
Movie Assignments (25 each) 50 points
Total 650 points

Grades are computed by taking total points earned divided by total points in the course (650). Course grades will be assigned as follows:

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Points</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>At discretion of professor</td>
<td>A+</td>
<td></td>
</tr>
<tr>
<td>92 - 100%+</td>
<td>595-650</td>
<td>A</td>
</tr>
<tr>
<td>90 - 91%+</td>
<td>582-594</td>
<td>A-</td>
</tr>
<tr>
<td>88 - 89%+</td>
<td>569-581</td>
<td>B+</td>
</tr>
<tr>
<td>82 - 87%+</td>
<td>530-568</td>
<td>B</td>
</tr>
<tr>
<td>80 - 81%+</td>
<td>517-529</td>
<td>B-</td>
</tr>
<tr>
<td>78 - 79%+</td>
<td>504-516</td>
<td>C+</td>
</tr>
<tr>
<td>70 - 77% +</td>
<td>452-503</td>
<td>C</td>
</tr>
<tr>
<td>60 - 69% +</td>
<td>387-451</td>
<td>D</td>
</tr>
<tr>
<td>Below 66%</td>
<td>0-386</td>
<td>F</td>
</tr>
</tbody>
</table>

SCHEDULE BELOW
<table>
<thead>
<tr>
<th>DATES</th>
<th>TOPICS</th>
<th>ASSIGNMENTS</th>
<th>GRADED ASSIGNMENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>WEEK 1:</td>
<td>Course Introduction</td>
<td>Read: Syllabus</td>
<td>Movie Discussion Questions May 24, 12:00 PM (noon) Eastern time - May 25, 12:00 PM (noon) Eastern time, 30 minutes to complete</td>
</tr>
<tr>
<td>5/22-5/28</td>
<td></td>
<td>Review: Syllabus and Assignment Overview Slides</td>
<td>RESPOND TO ONE OF FOUR QUESTIONS - REQUIRED</td>
</tr>
<tr>
<td></td>
<td>Module 1: Employment</td>
<td>Read: Chapter 1</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Relationships</td>
<td>Listen to: Module 1 Audio Lecture/Slides</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Review: Knowledge Check</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Watch: “Mississippi Burning”</td>
<td>posted on Blackboard</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Review: “Mississippi Burning” background material posted on Blackboard</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Module 2: Employment-at-Will</td>
<td>Read: Chapter 2 (pp. 41-61; 84-90)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Listen to: Module 2 Audio Lecture/Slides</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Review: Knowledge Check</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Module 3: Employment</td>
<td>Read: Chapter 4</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Environment</td>
<td>Listen to: Module 3 Audio Lecture/Slides</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Review: Knowledge Check</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Module 4: Employment</td>
<td>Read: Chapter 2 (pp.62-80, 91-95)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Discrimination Concepts</td>
<td>Listen to: Module 4 Audio Lecture/Slides</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Review: Knowledge Check</td>
<td></td>
</tr>
</tbody>
</table>

Due to Memorial Day weekend,
Essay 1 releases Friday, 9:00 AM
Saturday, 9:00 AM
Essay 1: Related to Modules 1-3.
Available May 26, 9:00 AM
Eastern time - May 27, 9:00 AM Eastern time, 30 minutes to complete

ESSAY 1 IS REQUIRED
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Read: Chapter 3</td>
<td>Read: Chapter 5</td>
<td>Read: Chapter 6</td>
<td>Read: Chapter 7 (pp.300-311, 327-333)</td>
<td>Read: Chapter 7 (pp.311-322, 333-335)</td>
<td>Read: Chapter 7 (pp.311-322, 333-335)</td>
</tr>
<tr>
<td>Listen to: Module 5 Audio/Lecture/Slides</td>
<td>Listen to: Module 6 Audio/Lecture/Slides</td>
<td>Listen to: Module 7 Audio/Lecture/Slides</td>
<td>Listen to: Module 8 Audio/Lecture/Slides</td>
<td>Listen to: Module 9 Audio/Lecture/Slides</td>
<td>Listen to: Module 9 Audio/Lecture/Slides</td>
</tr>
<tr>
<td>Review: Knowledge Check</td>
<td>Review: Knowledge Check</td>
<td>Review: Knowledge Check</td>
<td>Review: Knowledge Check</td>
<td>Review: Knowledge Check</td>
<td>Review: Knowledge Check</td>
</tr>
</tbody>
</table>

Essay 2: Related to Modules 4-6. Available May 31, 12:00 PM (noon) Eastern time – June 1, 12:00 PM (noon) Eastern time, 30 minutes to complete

Essay 3: Related to Modules 7-9. Available June 3, 12:00 PM (noon) Eastern time – June 4, 12:00 PM (noon) Eastern time, 30 minutes to complete
| WEEK 3: 6/5-6/11 | **Module 10**: Religious Discrimination | **Read**: Chapter 11  
**Listen to**: Module 10  
Audio/Lecture/Slides  
**Review**: Knowledge Check | **Movie Discussion**  
Questions June 7, 12:00 PM (noon) Eastern - June 8, 12:00 PM (noon), 30 minutes to complete  
**RESPOND TO ONE OF FOUR QUESTIONS - REQUIRED** |
|---|---|---|---|
| | **Module 11**: Gender Discrimination | **Read**: Chapter 8  
**Listen to**: Module 11  
Audio/Lecture/Slides  
**Review**: Knowledge Check | |
| | **Module 12**: Sexual Harassment | **Read**: Chapter 9  
**Listen to**: Module 12  
Audio/Lecture/Slides  
**Review**: Knowledge Check  
**Watch**: “North Country” posted on Blackboard  
Review: “North Country” background material posted on Blackboard | |
| | **Module 13**: Affinity Orientation | **Read**: Chapter 10  
**Listen to**: Module 13  
Audio/Lecture/Slides  
**Review**: Knowledge Check | **Essay 4**: Related to Modules 8-10. Available June 10, 12:00 PM (noon) Eastern - June 11, 12:00 PM (noon), 30 minutes to complete |
| Module 14: Age Discrimination | Read: Chapter 12  
Listen to: Module 14  
Audio/Lecture/Slides  
Review: Knowledge Check | **Essay 5:** Related to Modules 11-13.  
Available June 14, 12:00 PM (noon) Eastern – June 15, 12:00 PM (noon) Eastern, 30 minutes to complete each |
|-------------------------------|---------------------------------------------------------------|------------------------------------------------------------------|
| **Module 15:** Disability Discrimination | Read: Chapter 13  
Listen to: Module 15  
Audio/Lecture/Slides  
Review: Knowledge Check |  |
| **Module 16:** Employees’ Privacy | Read: Chapter 14  
Listen to: Module 16  
Audio/Lecture/Slides  
Review: Knowledge Check |  |
| **Module 17:** Labor Law | Read: Chapter 15  
Listen to: Module 17  
Audio/Lecture/Slides  
Review: Knowledge Check | **Essay 6:** Related to Modules 11-15.  
Available June 17, 12:00 PM (noon) Eastern – June 18, 12:00 PM (noon) Eastern, 30 minutes to complete each |
| **Module 18:** Employee Protections (FLSA, FMLA, OSHA, COBRA) | Read: Chapter 16 (pp.746-771; 783; 794-796)  
Listen to: Module 18  
Audio/Lecture/Slides  
Review: Knowledge Check |  |
| WEEK 5: 6/19-6/22 | No new material; review all material from course | Essay 7: Related to Modules 15-18  
Available June 20, 12:00 PM (noon) Eastern – June 22, 12:00 PM (noon) Eastern, 30 minutes to complete  
ESSAY 8 IS REQUIRED |
|---|---|---|
| JUNE 20-22:  
ESSAY 7  
ESSAY 8 IS REQUIRED | Essay 8 is based on any material from the entire semester. Available June 20, 12:00 PM (noon) – June 22, 12:00 PM (noon), Eastern, 30 minutes to complete each  
ESSAY 8 IS REQUIRED |