Employment Law – HRM355

Welcome

Welcome to *Employment Law*. This course provides a synchronous online learning experience, which means that all students will be proceeding through the course at the same time. The course consists of live web meetings via Zoom, as well as online course elements identified in Canvas. Active engagement during the live web meetings is an expectation of the course. In addition to interacting with your instructor and classmates during those sessions, you will spend time reading, working on your assignments, and engaging with classmates in the discussion forums which will help you learn the material. The time it takes you to complete the coursework may depend on your individual approach and learning style.

Please refer to the Modules and the Course Summary section in the Course Syllabus area of your Canvas course site to review the assignments, readings, discussions, and other requirements in order to complete this course in full. The instructor will follow up on any questions you may have throughout the weeks of this course.

The *Employment Law* course is part of a series of courses that leads to the Certificate in Human Resource Management offered by UC Davis Continuing and Professional Education. The certificate program in its entirety provides an opportunity to develop foundational skills to contribute effectively to human resource management.

Instructor

Demond Philson, J.D.

Students can contact their instructor directly through the Canvas Inbox tool, available in the blue pane to the left of all course sites within Canvas. Please feel free to reach out to them at any time, as they are very approachable, responsive, and personally invested in ensuring you have an enriched learning experience!

Program Administrators

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Course Description- *3 quarter units*

In this course, learners will explore the historical development of the dual doctrines of labor-management relations (collectively bargained terms and conditions of employment) and social legislation (legal protections in the workplace, such as legislation often being sponsored by labor organizations). Examine federal and state wage and hour laws and analyze their applications for both the public and private sectors. This course is an overview of labor and employment laws that impact the workplace in the State of California.

Course Outcomes

- To understand the historical development of labor management relations (resulting in collectively bargained terms and conditions of employment) and social legislation (resulting in legal protections in the workplace).
- To provide a general overview regarding laws impacting employment in California, including federal and state wage and hour laws, the Family Medical Leave Act (FMLA), the California Family Rights Act, the Americans with Disabilities Act (ADA), Title VII, and the California Fair Employment and Housing Act, and Antidiscrimination law

Required Reading

- California Labor Law Digest 2020 by CalChamber
- Other Readings (provided to students in class) - Employment Law Supplemental Materials

Class Schedule

We will begin and end class on time, including breaks. Below is the initial schedule we will follow, with two 15-minute breaks:

6:00 – 6:45   Class discussion on chapter and course material readings
6:45 – 7:00   Break #1
7:00 – 8:00   Case brief reviews
8:00 – 8:15   Break #2
8:15 – 8:55   Class discussion on chapter and course material readings and cases
8:55 – 9:00   Wrap up, questions, assignment for next class

Regarding breaks: please remember that I need a break too! I will try to return as quickly as possible from each break period to answer any individual questions.

Course Requirements

Successful completion of this course requires active participation in live web meetings via Zoom. Students should be prepared to attend the class sessions with their microphone and webcamera turned on. You must have a computer with access to the Internet and an email account in order to complete this course. Online communication is facilitated through UC Davis Extended Classroom (https://cpeonline.ucdavis.edu/) which we call Canvas. Students are expected to regularly check for updates and submit assignments in Canvas.

Missing or Late Assignments

All assignments are due on their designated Due Date. See the quarterly course Calendar for reference. Contributing to discussions, submitting assignments, and completing course projects in a timely manner are required to pass the course. If you have an unavoidable emergency, please contact the instructors IN ADVANCE of the due date to see if adjustments can be made. Such arrangements are at the discretion of the instructors.

Note that all late work – unless approved in advance - may be subject to a reduction in grade or receive a zero.

Grading Criteria

This course includes discussion questions, a literature review project, and a final exam designed to provide a measure, for both you and me, of your progress and evaluation of your learning through the course. The grading breakdown is as follows:

- Participation – 10%
- Case Brief – 15%
- Midterm – 35%
- Final – 40%

Name:	Range:	
A+	100 %	to 98.0%
A	< 98.0 %	to 94.0%
A-	< 94.0 %	to 90.0%
B+	< 90.0 %	to 88.0%
B	< 88.0 %	to 84.0%
B-	< 84.0 %	to 80.0%
C+	< 80.0 %	to 78.0%
C	< 78.0 %	to 74.0%
C-	< 74.0 %	to 70.0%
D+	< 70.0 %	to 68.0%
D	< 68.0 %	to 64.0%
D-	< 64.0 %	to 60.0%
F	< 60.0 %	to 0.0%

Applying coursework toward a certificate requires a grade of C (74) or better, unless otherwise noted.

Canvas Notifications

While you are able to customize Canvas notification preferences, it is your responsibility to ensure that you have read announcements and messages in the Canvas Inbox from both the instructor and administrators. It is your responsibility to stay on top of developments in the course as they occur.

To customize your notification preferences, visit https://community.canvaslms.com/docs/DOC-10624

We highly recommend against selecting "do not send me anything" in order to receive important announcements.

Student Conduct

All UC Davis Continuing and Professional Education students are expected to behave honestly, fairly, and with respect for others. Students are subject to disciplinary action for several types of misconduct or attempted misconduct, including but not limited to cheating, unauthorized collaboration and plagiarism. For further information, contact the Office of Student Judicial Affairs at (530) 752-1128, or visit their website at: http://ossja.ucdavis.edu.

Plagiarism

Plagiarism means using another's work without giving credit. If you use others' words, you must put them in quotation marks and cite your source. You must also give citations when using others' ideas, even if you have paraphrased those ideas in your own words. If you have questions about plagiarism, contact your instructor or visit the web: https://ossja.ucdavis.edu/avoiding-plagiarism-mastering-art-scholarship.

Accessing Final Grades

You can access your Final Grades through your **Student Portal** on the **UC Davis Continuing & Professional Education website**. Your access to the course via Canvas will close after the course ends, but your student portal will remain available to you at all times so that you may access your full history of course grades. Please note that it takes up to 3 weeks after the end of the course for grades to post to the student portal.

Help Desk

If you experience technical difficulties with Canvas while you are taking a course, or if you did not receive the initial email providing you access, you can visit the site (https://cpeonline.ucdavis.edu/) and click on "Help".