**Wayland Mission Statement**

Wayland Baptist University exists to educate students in an academically challenging, learning-focused, and distinctively Christian environment for professional success, and service to God and humankind.

**Contact Information**

**Course**

: LGLS 5303 VC01 – Employment Law

**Campus**

: WBUonline

**Term/Session**

**:** Spring2 2024

**Instructor**

**:** Dr. Laurie J Bremer

**Office Phone Number**

**:** 210-401-1390

**WBU Email Address**

**:** laurie.bremer@wayland.wbu.edu

**Office Hours, Building, and Location**

**:** Office Hours 8 – 10 a.m. M; You may also email or telephone

**Class Meeting Time and Location**

**:** WBUonline

**Course Information**

**Catalog Description**

**:** Surveys the law governing the employment relationship in the absence of a collective bargaining agreement, including agency law foundations, special contract doctrines, tort law issues, and basic principles of discrimination law.

**There is no prerequisite for this course.**

**Textbook Information**

**Required Textbook(s) and/or Required Materials**

**: :**  Walsh, David J., Employment Law for Human Resource Practice,  Cengage Learning, 9780357717547, 7th ed.

*The textbook for this course is part of the* ***Wayland’s Automatic eBook*** *program. You will have access to an eBook and interactive learning material on the first day of class through your Blackboard course site. The cost of this Automatic eBook will be billed directly to your student account when you register for the course. You will be notified via email with access instructions and additional information. If you do not wish to participate in the Automatic eBook program, you will have the first 12 days of class to opt-out of the program (additional details will be outlined in your email instructions). For more information on the Automatic eBook program, visit the Wayland Bookstore* [*Automatic eBook FAQ*](https://bookstore.wbu.edu/site_inclusive.asp) *page.*

**Optional Materials**

**:** None

**Course Outcome Competencies**

**:** Upon completion of this course, students will be able to:

* Demonstrate an understanding of the employment relationship and distinguish between an employee and an independent contractor
* Demonstrate an understanding of the origin and prevention of claims of discrimination in the employee selection process as related to the Title VII of the Civil Rights Act of 1964, the Pregnancy Discrimination Act, the Equal Pay Act, and employment practices legislation
* Demonstrate an understanding of Privacy Act, the Omnibus Crime Control and Safe Street Act, the Electronic Communications Privacy Act, the Fair Credit Reporting Act, and Whistle-blower legislation and the safeguards these laws afford employees in the workplace
* Demonstrate an understanding of the rights of employees and employer in the process of unionization and collective bargaining
* Demonstrate an understanding of Occupational Safety and Health Act provisions, its enforcement, and administration
* Demonstrate an understanding of workplace compensation programs as related to the Fair Labor Standards Act, and Equal Pay Act
* Demonstrate an understanding of Employee Retirement Income Security Act provisions, its enforcement, and administration
* Demonstrate an understanding of workplace compliance with employee rights and employer obligations as related to Drug-Free Workplace laws, Employee Polygraph Protection Act, and the Immigration Compliance Act of 1986

**Attendance Requirements**

WBUonline

Students are expected to participate in all required instructional activities in their courses. Online courses are no different in this regard; however, participation must be defined in a different manner. Student “attendance” in an online course is defined as active participation in the course as described in the course syllabus. Instructors in online courses are responsible for providing students with clear instructions for how they are required to participate in the course. Additionally, instructors are responsible for incorporating specific instructional activities within their course and will, at a minimum, have weekly mechanisms for documenting student participation. These mechanisms may include, but are not limited to, participating in a weekly discussion board, submitting/completing assignments in Blackboard, or communicating with the instructor. Students aware of necessary absences must inform the professor with as much advance notice as possible in order to make appropriate arrangements. Any student absent 25 percent or more of the online course, i.e., non-participatory during 2 or more weeks of an 8-week session, may receive an F for that course. Instructors may also file a Report of Unsatisfactory Progress for students with excessive non-participation. Any student who has not actively participated in an online class prior to the census date for any given session is considered a “no-show” and will be administratively withdrawn from the class without record. To be counted as actively participating, it is not sufficient to log in and view the course. The student must be submitting work as described in the course syllabus. Additional attendance and participation policies for each course, as defined by the instructor in the course syllabus, are considered a part of the university’s attendance policy.

**University Policies**

[Link to Statement on Academic Integrity](https://www.wbu.edu/academics/writing-center/Academic%20Integrity%20Statement%20Pol%208.4.1%20Attch%20Oct%2020222.pdf)

**Disability Statement**

**:** In compliance with the Americans with Disabilities Act of 1990 (ADA), it is the policy of Wayland Baptist University that no otherwise qualified person with a disability be excluded from participation in, be denied the benefits of, or be subject to discrimination under any educational program or activity in the university. The Disability Services Coordinator and Academic Coach serves as the coordinator of students with disabilities and must be contacted concerning accommodation requests (office (806) 291-1057. Documentation of a disability must accompany any request for accommodations.

Accessibility issues with content in WBUonline courses or in Blackboard should be addressed to the WBU accessibility coordinator, Dr. Rick Hammer, [hammerr@wbu.edu](mailto:hammerr@wbu.edu) or call (806) 292-9150.

**Course Requirements and Grading Criteria**

1. **Reading Assignments:** Reading assignments are to be completed on time (i.e., by the Wednesday of the week they are scheduled for discussion). You should be prepared to participate in online discussions about the assigned reading.
2. **Discussion Boards:** There will be a discussion topic each week of class. All first posts must be done by Wednesday @ 11:59 p.m. CST of each week, and the remaining 2 posts must be in by Sunday at 11:59 p.m. CST each week (with exception of Week 8). No Discussion will take place when the week is over.

1. **Weekly Assignments:** In addition to weekly Discussion Boards, you will be required to submit a weekly written assignment. Each assignment will require you to use both your textbook and to conduct additional research.
2. **Weekly Journal Entries:** In addition to weekly Discussion Boards and Assignments, you will be required to submit a weekly written journal entry. Each journal will require you to use both your textbook and to conduct additional research.
3. **Exam:** You will not have a midterm. You will have a Final Exam, which will be comprehensive and will cover the text, PowerPoint lecture, weekly assignments and DB topics. The Final is open book and open note.
4. **Research Project:**. You are required to submit a research paper on a pre-approved topic related to Employment Law. All papers must be 8-10 pages and must be submitted in APA format. Plagiarism shall result in disciplinary action. Late papers will receive lower grades.

### Method of determining course grade:

| 1. 8 Weekly Discussion Board Forums | 16 points |
| --- | --- |
| 2. 8 Weekly Assignments | 32 points |
| 3. 6 Weekly Journal Entries | 12 points |
| 4. Final Exam | 25 points |
| 5. Research Paper | 15 points |
|  | 100 points total (+2 for required first assignment) |
|  |  |

**The University has a standard grade scale:**

A = 90-100, B = 80-89, C = 70-79, D = 60-69, F= below 60, W = Withdrawal, WP = withdrew passing, WF = withdrew failing, I = incomplete. An incomplete may be given within the last two weeks of a long term, within the last week of an 8-week session, or within the last two days of a microterm to a student who is passing, but has not completed a term paper, examination, or other required work for reasons beyond the student’s control. A grade of “incomplete” is changed if the work required is completed prior to the last day of the next long 16-week term or 8-week session, unless the instructor designates an earlier date for completion.  If the work is not completed by the appropriate date, the I is converted to an F.

**Student Grade Appeals**

**:** Students shall have protection through orderly procedures against prejudices or capricious academic evaluation. A student who believes that he or she has not been held to realistic academic standards, just evaluation procedures, or appropriate grading, may appeal the final grade given in the course by using the student grade appeal process described in the Academic Catalog. Appeals may not be made for advanced placement examinations or course bypass examinations. Appeals are limited to the final course grade, which may be upheld, raised, or lowered at any stage of the appeal process. Any recommendation to lower a course grade must be submitted through the Vice President of Academic Affairs to the Faculty Assembly Grade Appeals Committee for review and approval. The Faculty Assembly Grade Appeals Committee may instruct that the course grade be upheld, raised, or lowered to a more proper evaluation.

**Tentative Schedule**

| **Week** - **Central Standard Time** | **Assignments and Due Dates** |
| --- | --- |
| Week 1 | Chapters 1 & 2  Discussion Board 1: Due Wednesday @ 11:59 CST  Classmate DB Responses: Due Sunday @ 11:59 CST  Week 1 Assignment: Due Sunday @ 11:59 CST  Journal Entry: Due Sunday @ 11:59 CST |
| Week 2 | Chapter 3 & 4  Discussion Board 2: Due Wednesday @ 11:59 CST  Classmate DB Responses: Due Sunday @ 11:59 CST  Week 2 Assignment: Due Sunday @ 11:59 CST  Journal Entry: Due Sunday @ 11:59 CST |
| Week 3 | Chapters 5 & 6  Discussion Board 3: Due Wednesday @ 11:59 CST  Classmate DB Responses: Due Sunday @ 11:59 CST  Week 3 Assignment: Due Sunday @ 11:59 CST  Journal Entry: Due Sunday @ 11:59 CST |
| Week 4 | Chapters 7 & 8  Discussion Board 4: Due Wednesday @ 11:59 CST  Classmate DB Responses: Due Sunday @ 11:59 CST  Week 4 Assignment: Due Sunday @ 11:59 CST  Journal Entry: Due Sunday @ 11:59 CST |
| Week 5 | Chapters 9 & 10  Discussion Board 5: Due Wednesday @ 11:59 CST  Classmate DB Responses: Due Sunday @ 11:59 CST  Week 5 Assignment: Due Sunday @ 11:59 CST  Journal Entry: Due Sunday @ 11:59 CST |
| Week 6 | Chapters 11 & 12  Discussion Board 6: Due Wednesday @ 11:59 CST  Classmate DB Responses: Due Sunday @ 11:59 CST  Week 6 Assignment: Due Sunday @ 11:59 CST  ***Research Paper***: Due Sunday @ 11:59p.m. |
| Week 7 | Chapter 13 & 14  Discussion Board 7: Due Wednesday @ 11:59 CST  Classmate DB Responses: Due Sunday @ 11:59 CST  Week 7 Assignment: Due Sunday @ 11:59 CST  Journal Entry: Due Sunday @ 11:59 CST |
| Week 8 | Chapters 15 & 16  Discussion Board 8: Due Wednesday @ 11:59 CST  Classmate DB Responses: Due Saturday @ 11:59 CST  Week 8 Assignment: Due Saturday @ 11:59 CST  ***Final Exam*** |