

Contemporary Employment Practices and the Law Spring Session 1, 2017

Instructor: Rebecca Jacobs
Phone: 614-937-8168 (mobile)
E-mail: jacobs.osu@gmail.com
Office hours: By appointment

Text: No textbook. Instead, all required materials are accessible on Canvas. Class presentations, materials, study pages and questions, all items posted on Canvas, and any identified websites are fair game for exams.

Course Objective: As a required core course for the MLHR program, this course is designed for future human resources professionals. This course is intended to instruct students on the employment laws with which human resources professionals must be aware as well as how to apply the laws and best practices to various situations they will encounter.

Course Requirements:

1. **Group presentation/video - 20% of grade.** You will work in an assigned group to create and present a 10-15 minute training presentation (live or recorded) on an assigned topic relating to an assigned industry. Group assignments are listed on the last page of this syllabus. Your group will be judged upon creativity, demonstration of knowledge of the legal aspects of the topic, and ability to educate others on the topic. Topics will be assigned on **January 12, 2017**, and the presentations/videos will be shown on **February 9, 2017**. Attendance on February 9 is mandatory even if your group submits a video.
2. **Final Exam - 80% of grade.** The final is primarily multiple choice, but there may be a few questions requesting short answers. The study pages will assist you in preparing for the format of the exam. All students will take the final on the scheduled date unless prior written arrangements have been made with me at least 14 calendar days in advance of the examination. Documentation supporting the need for the rescheduled test date may be requested.
3. **Class participation.** Be prepared to discuss the assigned study pages and questions included with the materials. If there are no volunteers, I will call on students to answer questions. This is a law class, after all. Please note that the study pages are not substitutes for the course materials.
4. **Grades.** Any issue with grading must be brought to my attention within 7 calendar days following receipt of a grade.

Schedule:

Class 1 - January 12: Class orientation, assignment of group topics, basic legal overview, employment contracts, at-will employment, independent contractors, non-compete and non-solicitation contracts, promissory estoppel

Class 2 - January 19: Discrimination, retaliation and harassment

Class 3 - January 26: Disability discrimination and accommodation

Class 4 - February 2: FMLA and pregnancy

Class 5 - February 9: Group presentations

Class 6 - February 16: Wage and hour and, time permitting, investigations and privacy

Class 7 - February 23: Social media, USERRA, background checks, defamation and other miscellaneous topics.

Final exam: Tuesday, Feb. 28, 6:15 - 7:45 PM

Students who have a need for an accommodation due to disability must make me aware of the requested accommodation by January 19.