COURSE DESCRIPTION:

Workplace Law is primarily a course in the regulation of the private workplace. The class will focus on the legal protections available to employers and employees beginning with hiring process, the regulation of the terms and conditions of employment, and finally the termination of the employment relationship. The following substantive areas will be addressed: hiring (including interviewing, applications, references, polygraphs, personality tests, drug and genetic tests, etc.), wage and hour rules, health benefits, employee freedoms in the workplace, occupational health and safety, disabling injuries, discharge, employee duties to an employer, and unemployment.

Note: Other law school courses cover topics related to the workplace such as: Alternative Dispute Resolution, Employment Discrimination, Disability Law, Labor Arbitration, Labor Law, Workers Compensation and ERISA.

LEARNING OBJECTIVES

By the end of the course, the student should be able to:
• Identify legal issues that affect employers and employees throughout a typical career.
• Become familiar with the principal federal statutes that apply to the American workplace.
• Recognize certain federal, state, and common law rules that apply to a particular employment law issue.
• Understand the critical role federal regulation plays in the workplace.
• Develop compliance strategies for employers.

REQUIRED TEXT:


ATTENDANCE:

School policy requires regular class attendance. If a student misses 300 minutes of class time in a two credit hour course (i.e., three weekly sessions of this course), the student may be withdrawn. Punctuality is also strongly encouraged.
CLASS PARTICIPATION:

Learning in this class is an interactive process. Students are expected to read and analyze the assignments being prepared to discuss the same.

GRADES & EXAM:

The grade for this course will be based primarily on a final essay examination. Excellence in class participation will also be taken into account.

The final examination will be sent to the class via email on May 1, 2017. The class will be expected to turn in their examinations to the registrar by close of business on May 5, 2017.

ADA ACCOMMODATIONS:

The Law School is committed to meeting the needs of students with physical, learning, and other disabilities, and provides appropriate accommodations and services tailored to each person’s specific requirements. The Law School’s administration and the University’s Office of Disability Services work together to help individuals with disabilities achieve and maintain individual autonomy.

Students with disabilities are encouraged to contact Associate Dean Grace Lee, at 348-7190 or glee@law.ua.edu so that the individual’s needs for support services can be evaluated and accommodated in a timely manner.

CONDUCT:

All students are expected to be honorable and to observe standards of conduct appropriate to a community of scholars. University policies, the Law School Honor Code, and other appropriate policies, will be followed in the event of misconduct.

TENTATATIVE SYLLABUS:

<table>
<thead>
<tr>
<th>Date</th>
<th>Topic</th>
<th>Text Coverage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1/30/17</td>
<td>Introduction to Employment Law</td>
<td>pp. 1-79</td>
</tr>
<tr>
<td></td>
<td>The Hiring Process: Labor Pool</td>
<td></td>
</tr>
<tr>
<td>2/13/17</td>
<td>Wage &amp; Hour</td>
<td>pp. 293-356</td>
</tr>
<tr>
<td>2/20/17</td>
<td>Health Benefits</td>
<td>pp. 357-404</td>
</tr>
</tbody>
</table>
Note: The syllabus is a general plan subject to deviation. The professor reserves the right to alter course coverage as necessary.