

MGMT 4800 EMPLOYMENT AND LABOUR RELATIONS LAW (3 credit hours)

Elmira College

SPRING 2025

Required Text:

1. David J. Walsh, *Employment Law for Human Resource Practice*, 6th Edition, 2018, South-Western College;
2. John J. Moran, *Employment Law: New Challenges in the Business Environment*, 6th edition, 2021, Pearson.

Supplemental readings will be included to illustrate or expand on textbook readings.

Pre-requisites: MGMT 2401 Organizational Behaviour Management; MGMT 3720 Human Resource Management

Course Description

This course provides an in-depth examination of the legal framework surrounding employment and labour relations. It covers the fundamental principles of employment laws and policies, focusing on their application within organizational settings. Students will explore how legal issues impact HR functions such as hiring, compensation, employee rights, workplace safety, labor relations, and termination processes. Additionally, the course emphasizes the importance of compliance with employment legislation and the legal responsibilities of HR professionals to protect both the organization and its employees.

Course Objectives and Goals

- Understand the essential laws and policies that govern human resource management.
- Analyze the legal aspects of HR functions, including recruitment, selection, compensation, and termination.
- Apply legal principles to solve HR-related issues in compliance with employment laws.
- Evaluate the impact of various labor laws on organizational practices.
- Develop policies and procedures that reflect current HR legislation.
- Recognize the role of legal regulations in shaping HR strategies to manage employee relations effectively.

Evaluation of Performance

Your grade will be based upon your performance on exams, assignments, and participation.

4 Homework	20%
2 Group Discussions	20%
Presentation	15%
Midterm Exam	20%

Final Exam	25%
Total	100%

Grades will be assigned as follows:

A 93% and above	B- 80 - 82%	D+ 67 - 69%
A- 90 - 92%	C+ 77 - 79%	D 63 - 66%
B+ 87 - 89%	C 73 - 76%	D- 60 - 62%
B 83 - 86%	C- 70 - 72%	F 59% or below

Withdrawal Policy: Please see Elmira College Bulletin for information on this policy.

Academic Honesty: Please read the section on Academic Honesty in the [Code of Conduct](#). Briefly, academic dishonesty includes: cheating, fabrication, facilitating academic dishonesty, and plagiarism. Ask if you have any questions on whether something constitutes as academic dishonesty. All work must be original and new. Past assignments from current or other courses will not be accepted. Academic dishonesty will not be tolerated. It will result in zero on the assignment, and a report will be filed with the school. Continued practice will result in failure of the class. Institutional penalties may also apply with repeated acts of academic honesty.

Student Responsibility:

- It is your responsibility to keep track of assignments and due dates.
- You should ask questions concerning assignments and lectures, if you need any clarifications.
- If you are struggling in class, have concerns, and/or unsure about expectations, please stop by during office hours or make an appointment for another time.

Tentative Schedule of Topics

<u>Topic</u>	<u>Materials</u>	<u>Tasks & Evaluations</u>
Overview of Employment Law and HR Management	Chapter 1	
The Role of HR in Ensuring Legal Compliance	Chapter 2	Homework 1
Employment Law: Historical Context and Evolution	Chapter 3	
Employment Contracts: Legal Requirements and Best Practices	Chapter 4	
Recruitment, Background Checks, References, and Verifying Employment Eligibility, Employment Testing	Chapter 5	
Equal Employment Opportunity (EEO) Laws	Chapter 6	Homework 2
Workplace Harassment: Legal Framework and Organizational Response	Chapter 7	
Wage and Hour Laws: Minimum Wage, Overtime, and Fair Pay	Chapter 8	Group Discussion 1
Employee Benefits and Compensation Regulations	Chapter 9	
Occupational Health and Safety Laws	Chapter 10	Midterm Exam
Workers' Compensation and Employer Liability	Chapter 11	
Labor Unions and Collective Bargaining Rights	Chapter 12	
The Family and Medical Leave Act (FMLA) and	Chapter 13	Homework 3

Related Policies		
Employee Privacy Rights and Monitoring in the Workplace	Chapter 14	
Wrongful Termination and Employment-At-Will Doctrine	Chapter 15	Homework 4
Employment Discrimination: Civil Rights Act, Racial Discrimination, Sex Discrimination, Sexual Harassment	Chapter 16	
Pregnancy Discrimination and Family and Medical Leave, Religious Discrimination, Age Discrimination, Disability Discrimination	Chapter 17	Group Discussion 2
Employment Dispute Resolution: Mediation and Arbitration	Chapter 18	
Legal Aspects of Employee Performance Management	Chapter 19	Presentation
Ethical Considerations	Chapter 20	Final Exam