

COURSE SYLLABUS
Employment Law, Fall 2014
W, F 2:00-3:15 p.m.
Professor Jonathan Fineman

Contact Information

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Office Hours

Office hours are from 1:00 to 4:00 on Tuesdays and Thursdays. In addition, please feel free to speak with me after class or drop by my office whenever I am there. If you would like to schedule an appointment outside of office hours, please send me an email.

Course Overview

This course will serve as an introduction to a variety of different subject areas within the ambit of employment law. We will cover employment contracts and the private ordering of the employment relationship; public policy claims; employment-related torts; employee privacy; employee duties to employers; the basics of antidiscrimination law; wage and hour regulations; and worker safety.

Required Texts

Timothy P. Glynn, Rachel S. Arnow-Richman & Charles A. Sullivan, *Employment Law: Private Ordering and Its Limitations* (2d ed. 2011). ISBN798-0-735509791-4.

Attendance and Class Participation

All students are required to regularly attend class and participate in classroom discussion. I will circulate an attendance sheet at the beginning of each class. By placing your initials on the sheet, you represent that you are present for that class.

You will be permitted six (6) absences. Pursuant to American Bar Association Rules for Approval of Law Schools, any student who is absent from class more than six times must receive an "F." Unreasonable tardiness will count as an absence.

I reserve the right to randomly call on students throughout the semester. If you are not prepared to discuss the assigned material when called upon, I will consider you absent for that class.

Students have responsibility for maintaining a professional learning environment. While intellectual disagreements are expected and encouraged, classroom discussion at all times should be courteous and respectful.

Grading

This course will have one final examination. The exam will be limited open book; you will be allowed to refer to the course textbook, any handouts or other materials provided to students by the professor, and any notes that you have prepared yourself. You are not permitted to use commercial outlines or hornbooks during the exam.

I will give group and/or individual assignments throughout the semester. The type and frequency of these assignments will depend on my assessment of students' understanding of the material. Depending on how many assignments are given, they will collectively count for between 5% and 15% of the final grade. The final exam will count for the remainder.

At my discretion, I may award extra points to any student who has demonstrated superior classroom participation throughout the semester. Any student(s) to whom these extra points are awarded will be bumped up one grade level. For example, if a student receives a B on the final exam and is awarded extra points for superior class participation, that student will receive a B+ as the final grade.

Other Policies

The course will comply with FAMU College of Law policies on discrimination, sexual harassment, accommodating religious obligations, and accommodating people with disabilities. Please refer to the student handbook for more information about these policies.

All students are responsible for knowing and adhering to the Student Code of Conduct. Please refer to the student handbook for more information about the code of conduct. All incidents of academic misconduct shall be reported as outlined in the handbook.

Course Assignments

Page numbers refer to the textbook unless otherwise noted.

Week 1

Employee defined, pages 3-57.

Week 2

At-will rule, pages 61-74; oral and implied contracts, pages 74-91.

Week 3

Oral and implied contracts, pages 91-106; problem 2.2; employment manuals, pages 107-123; problem 2.5.

Week 4

Written contracts, pages 130-163; problem 3.3.

Week 5

Public policy claims, pages 183-210.

Week 6

Torts, pages 243-281; problems 5.2, 5.3 & 5.4.

Week 7

Privacy, pages 289-323; 330-357 (skip *Rulon-Miller*).

Week 8

Privacy, pages 357-366.

Week 9

Employee duties, pages 427-460, 494-502; problems 8.1, 8.2 & 8.3.

Week 10

Discrimination, pages 509-564.

Week 11

Discrimination, pages 570-585, 589-620.

Week 12

Wages, pages 760-804; problems 11.1 and 11.2.

Week 13

Workers' compensation, pages 818-846.

Week 14

OSHA, pages 847-882.