# 8/13/2020

# brcc keystone logo

Baton Rouge Community College

*Academic Affairs Master Syllabus*

Date Approved: 4 September 2020

Term and Year of Implementation: Fall 2020

**Course Title:** Employment Law

**BRCC Course Rubric:** PALG 2253

**Previous Course Rubric**: PALG 225

**Lecture Hours per week-Lab Hours per week-Credit Hours**: 3-0-3

**Per semester: Lecture Hours-Lab Hours-Instructional Contact Hours**: 45-0-45

**Louisiana Common Course Number:**

**CIP Code:** 22.0302

**Course Description:** Introduces students to the fundamental concepts of employment law, including employment contracts, at-will employment, governmental regulations, discrimination issues, and worker's compensation. Identification of legal issues in establishing, maintaining and terminating the employment relationship. The emphasis will be on developing the ability to evaluate employment law claims and ethical versus unethical practices, with attention to legal precedent and application of this understanding to real-world employment disputes.

**Prerequisites:**  PALG 1013 (or PALG 101) with a grade of C or better

**Co-requisites:** None

**Suggested Enrollment Cap:** 35

**Learning Outcomes.** *Upon successful completion of this course, the students will be able to:*

1. Define legal terms and principles germane to the practice of employment law.

2. Apply relevant legal principles to hypothetical employment disputes.

3. Apply relevant legal principles to various employment law claims.

4. Demonstrate ability to locate employment law precedent through independent research.

**Assessment Measures.** Assessment of all learning outcomes will be measured using the following methods:

1. Instructor designed exams will assess learning outcomes.

2. Instructor designed quizzes and assignments will assess a portion of the learning outcomes.

**Information to be included on the Instructor’s Course Syllabi:**

* ***Disability Statement*:** Baton Rouge Community College seeks to meet the needs of its students in many ways. See the Office of Disability Services to receive suggestions for disability statements that should be included in each syllabus.
* ***Grading:*** The College grading policy should be included in the course syllabus. Any special practices should also go here. This should include the instructor’s and/or the department’s policy for make-up work. For example in a speech course, “Speeches not given on due date will receive no grade higher than a sixty” or “Make-up work will not be accepted after the last day of class”.
* ***Attendance Policy*:** Include the overall attendance policy of the college. Instructors may want to add additional information in individual syllabi to meet the needs of their courses.
* ***General Policies*:** Instructors’ policy on the use of things such as beepers and cell phones and/or hand held programmable calculators should be covered in this section.
* ***Cheating and Plagiarism*:** This must be included in all syllabi and should include the penalties for incidents in a given class. Students should have a clear idea of what constitutes cheating in a given course.
* ***Safety Concerns:*** In some courses, this may be a major issue. For example, “No student will be allowed in the lab without safety glasses”. General statements such as, “Items that may be harmful to one’s self or others should not be brought to class”.
* ***Library/ Learning Resources:*** Since the development of the total person is part of our mission, assignments in the library and/or the Learning Resources Center should be included to assist students in enhancing skills and in using resources. Students should be encouraged to use the library for reading enjoyment as part of lifelong learning.

**Expanded Course Outline:**

I. Introduction to Employment Law

a. Origins of labor law in the United States

II. The employment relationship

a. Compensation regulations

b. Employee benefits

c. Employee performance

d. Termination

e. Discrimination

III. Legal claims

a. FMLA

b. Right to Privacy

c. Safety and Health Regulations