

RUTGERS UNIVERSITY

School of Management and Labor Relations

Employment Law, 38:533:566:90

Professor Vik Advani, vkadvani@smlr.rutgers.edu

Virtual Office Hour: **Via Appointment through Webex**

Class Mode: **Fully Online, Asynchronous**

Welcome to Employment Law. In this course, we'll investigate a variety of topics related to important concepts involving Employment Law. Throughout the semester you'll have the opportunity to study material on contemporary topics and perspectives related to:

- Understanding the Court System
- Constitutional Issues
- Title VII; EEOC
- Different discrimination and harassment issues
- Employment-Related Torts
- Worker's Compensation

The course officially starts on **September 7**. Please review the [Learning Support Resources](#) module, including the course Tools Tutorials. In the course tools tutorials section be sure to complete the Canvas tutorials (if you are new to Canvas), and the Big Blue Button tutorial. You may also introduce yourselves in the [Week 1 Discussion: Introductions](#) forum. Assignments and Discussion activities will be available starting on **September 7**.

Since this is an asynchronous course, our discussion forums will take the place of direct in-class participation. It is very important not only to share your weekly post, but also to respond to at least two of your colleagues' posts. There are several discussion forums (not counting the week 1 introductory discussion forum). You are required to participate in all of them.

We will have two exams (midterm - 20% of your overall grade), and a final - 30% of your overall grade) and various assignments and discussions that will be worth the remaining 50% of your grade.

Course Learning Objectives

At completion of this course, students should be able to:

- Effectively Navigate the state and Federal framework of employment relations regulation (with the exception of collective bargaining);
- Understand the legal process as it pertains to employment laws, both judicial and administrative;
- Understand legal reasoning and methods of statutory interpretation as it pertains to employment law;

- Demonstrate and understanding of employment relations which emphasizes good professional practice and preventive law;
- Acquire tools for further study of employment regulation.
- Apply employment relations legal concepts, and substantive institutional knowledge, to understand contemporary developments related to work.
- Demonstrate an understanding of how to apply knowledge necessary for effective work performance.

Course Materials

Required Readings

- Robert N. Covington, *Employment Law in a Nutshell*. 4th Edition. West Nutshell Series. (referred to as "Nutshell").
- Additional required readings are noted in the respective modules (weeks) Reading & Media pages in the form of an external link and/or a downloadable/viewable document.

Required Multimedia (Audio/Video)

- Instructor generated and other video presentations are noted in the respective modules (weeks) Reading & Media pages in the form of an external link, and/or embedded within the Canvas pages.

Computer/Software/Accessories Requirement

- Access to the internet
- Microsoft Word
- Webcam
- Headphones (highly recommended)
- Reliable computer
- [Basic Computer Specifications for Canvas](#)

Course Structure

The course is structured by weekly modules. A week runs from **Monday to Sunday** (except for the first and last week of the semester). Each week is comprised of one or more of the following components:

- Introduction of the topic for that week - reading
- Readings (PDFs, links to website articles, other)
- Multimedia (lectures, interviews, podcasts, or other)
- Discussion
- Assignment (paper or other. *There may not be an assignment every week*)

The course is divided into 14 weeks:

- Week 1: Introduction, The Court System, Briefing Cases
- Week 2: Employment at Will, Remedies
- Week 3: Other Exceptions to Employment at Will: State Whistleblower Protection Laws, Torts,
- Week 4: Non-Compete & Confidentiality Agreements
- Week 5: Constitutional Issues: Privacy, Free Speech, Drug Testing
- Week 6: Privacy Issues, Workplace Bullying
- **Midterm Exam (Timeframe 10/22/21 to 10/25/21, 120 minutes)**
- Week 8: Discrimination - Title VII, EEOC, Religion*
- Week 9: Discrimination - Race, Color, National Origin*
- Week 10: Discrimination - Sex, Sexual Orientation, Transgender Status*
- Week 11: Disability Discrimination*
- Week 12: Workers Compensation*
- Week 13: FMLA; FLSA; FLSA*
- Week 14: Mandatory Arbitration*
- **Final Exam - (Timeframe TBD. 120 minutes)***

Discussion Forums

In the absence of a face-to-face interaction, the Discussion forums become essential in sharing your insights, experiences, and expertise with each other. Discussion is a significant portion of this course. Participation is mandatory. Discussion Forums comprise 20% of your total grade. The forums will be based on topics covered during each week. Your posts need to be substantial in content, clarity, and connection to topic. Your post must be original; your own. Plagiarism will not be tolerated. Be sure to adhere to [Discussion Post Guidelines](#) when posting to the discussion forums. Follow the [Discussion Post Rubric](#) for each discussion.

There are a total of 4 Discussion Forums. You are required to participate in **all of them**.

Note: participation in the discussion forum means you post your initial post by Thursday, and replies to at least two of your classmates by Sunday. Additional replies are encouraged to keep the dialogue going throughout the week (until Sunday).

Timeliness is crucial - a good discussion entails keeping the dialogue going (throughout the given week) with your classmates. In order to facilitate the dialogue, it is critical you adhere to the Discussion post due dates so you have sufficient time to respond to each other's posts. Your **initial post to each forum is on Thursdays** and **your replies to your colleagues' posts is due on Sundays**. Please **do not wait until the last day** to post your responses.

Grading Structure

Grading Components	Number of Points	% of Final Course Grade
2 Assignments - each worth 5 percent of your overall grade	10	20%
8 Discussion Forum entries - each worth 5 percent of your overall grade	20	40%
Midterm Exam, (Modules 1 to 7) worth 20% of your overall grade	100	20%
Final Exam (Modules 8 to 14) worth 20% of your overall grade	100	20%
Total	100	100%

Point Equivalent to Final Grade

Points Range	Grade	Performance
100-90	A	Outstanding
89 - 86	B+	Good
85 - 80	B	Good
79 - 76	C+	Satisfactory
75- 70	C	Satisfactory
69 - 60	D	Poor
59 and below	F	Poor

Late Assignments

You are expected to submit your assignments on the specified due dates. Late assignments will not be accepted unless students has contacted me in advance in a timely manner and I

have authorized a late submission. Failure to communicate with me in a timely manner will result in zero credit.

Contacting the instructor & Virtual Office Hour

If you have questions related to the course content (assignments, projects, discussions), If you have questions related to the course content (assignments, projects, discussions), post your questions to the [FAQ discussion forum](#). The instructor will respond as time permits. However, your classmates may also be able to answer your question sooner than the instructor could. You can also bring your questions to our weekly virtual office hour.

If your inquiry is of a personal/private nature, including scheduling a one-on-one session with the instructor, contact your instructor through email from your ***rutgers.edu email account***. Messages sent from your personal (non-Rutgers email account) may end up in a Spam folder, or get hacked in cyberspace, consequently delaying response to your inquiry. You may also contact your instructor via the **Canvas Inbox** feature (left side navigation bar, red area).

Virtual Office Hour

- **By Appointment using Webex.**

Vikrant Advani's Personal Room

<https://rutgers.webex.com/meet/vkadvani> | 796394587

Join by video system

Dial vkadvani@rutgers.webex.com and enter your host PIN .

You can also dial 173.243.2.68 and enter your meeting number.

Join by phone

+1-650-429-3300 USA Toll

Access code: 796 394 587

I may use ZOOM if students are more comfortable using same.

Note: you will need to activate your Rutgers ZOOM account in order to join the scheduled sessions through this Canvas site. Please follow instructions at [How to create your Rutgers ZOOM Account](#). Once you activate your account, set your Canvas Default Email to the format netid@rutgers.edu. Select the Account tab in Canvas (Red Navigation menu), then select Account, Settings, and +Email Address.

If you need assistance in setting your ZOOM Canvas Account, contact our SMLR Instructional Technology Specialist, Marta Pulley at marta.pulley@rutgers.edu.

Special Needs Accommodations

Rutgers University welcomes students with disabilities into all of the University's educational programs. In order to receive consideration for reasonable accommodations, a student with a disability must contact the appropriate disability services office at the campus where you are officially enrolled, participate in an intake interview, and provide [documentation](#) site. <https://ods.rutgers.edu/students/documentation-guidelines>.

If the documentation supports your request for reasonable accommodations, your campus's disability services office will provide you with a Letter of Accommodations. Please share this letter with your instructors and discuss the accommodations with them as early in your courses as possible. To begin this process, please complete the documentation.

Office of Disability Services contact and address

Lucy Stone Hall, Livingston Campus, 54 Joyce Kilmer Avenue, Suite A145, Piscataway, NJ 08854-8045.

- E-mail Address: dsoffice@rci.rutgers.edu
- Phone: (848) 445-6800 • Fax: (732) 445-3388
- <https://ods.rutgers.edu/>