

University of Arkansas - Fort Smith
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General Syllabus

LEGL 2162 Employment Law

Credit Hours: 2

Lecture Hours: 2

Laboratory Hours: 0

Effective Catalog: 2018-2019

I. Course Information

A. Catalog Description

A detailed study of employment law, including benefits for the former employee. Topics include the employment-at-will doctrine: the rights, duties and liabilities of the employer and employee, discrimination in employment (including the Americans with Disabilities Act), workers' compensation, and Social Security Administrative law. Students will become familiar with legal documentation related to this field.

B. Additional Information

This course will focus on the employee and employer relationship including those parameters placed upon it by regulatory agencies and state and federal law. This course is appropriate for anyone working or interested in working in personnel work as well as those students in the legal assistance program.

II. Student Learning Outcomes

A. Subject Matter

Upon successful completion of this course, the student will be able to:

1. List the elements of the employee-employer relationship.
2. Explain the employee-at-will concept and its implications.
3. Identify contract, tort and criminal liabilities of the employee and the employer.
4. Apply the concept of respondent superior to hypothetical facts.
5. List the requirements and procedural steps of workers compensation law.
6. Recognize an unlawful termination of refusal to hire and identify the appropriate remedy.
7. Given a set of federal statutes, list the rights of the petitioner under the Americans with Disabilities Act and Social Security law.

8. Given a set of statutes, find the appropriate regulation for one disputing or defending an employment decision.

B. University Learning Outcomes

This course enhances student abilities in the following areas:

Communication Skills (written and oral)

Students will prepare legal documents routinely used in the area of employment law. Students will use correct legal terminology associated with employment law.

Analytical Skills

Critical Thinking Skills - Students will identify the legal issues raised in a case or fact pattern as well as identify the rules that are relied upon to resolve the issues. Students will apply those rules to the issue or fact pattern and reach a logical resolution premised on and grounded in those rules.

Ethical Decision Making

Students will demonstrate an understanding of ethical issues inherent in the practice of employment law.

III. Major Course Topics

- A. The employment relationship
- B. The employee-at-will doctrine
- C. Contract, tort and criminal liabilities of the employer and employee
- D. Workers' compensation
- E. Discrimination in employment
- F. Unlawful discharge
- G. Social Security Administrative Law