COURSE INFORMATION

Coverage

This class provides a survey of the law governing the employment relationship. The primary emphasis is the legal rights of unorganized employees. The materials will also offer a brief conceptual introduction to employment discrimination law and labor law, but is not intended to provide comprehensive coverage of those areas of the law. Students interested in more in-depth treatment of those topics are encouraged to take Employment Discrimination or Labor Law instead of or in addition to this class.

Materials

The required text is Work Law: Case and Materials, by Crain, Kim and Selmi, and it is available at the campus bookstore. Additional supplemental materials may be distributed later in the semester.

I do NOT recommend using outlines prepared by students in previous years. Those outlines may contain inaccurate statements of the law. In addition, course coverage, as well as the substantive rules of law, may change from year to year.

Attendance and Preparation Policy

Both attendance and preparation are required. You are allowed a maximum of nine absences during the semester. Each absence beyond nine will result in a one point deduction from your final grade. Absences include any missed classes, for whatever reason, including illness, personal business, travel, etc., as well as days on which you are unprepared. I will not formally take attendance; however, you will be asked to certify that you have not missed more than nine classes (or to report the number of absences in excess of nine) prior to taking the exam.

“Passing” when called on in class is not permitted. If you are unprepared, please give me a note before class and I will not call on you. If you are unprepared, you are better off coming to class if possible, than skipping altogether. However, you must let me know that you are not prepared. If I call on you and you “pass” and have not given me a note, points will be deducted from your final grade.
Use of Electronics During Class

You are permitted to use a laptop computer during class for a class related purpose such as taking notes, completing in-class assignments, or looking up a rule or case under discussion. Checking e-mail, IMing, gaming, internet surfing and other non-class related activities are NOT appropriate uses of your computer during class time and are PROHIBITED. I reserve the right to ban all laptops from the classroom in the case of repeated violations of this policy.

Please remember to turn off your cell phones before class. Any photographic, audio or video recording during class without my permission is prohibited.

Daily Assignments

The syllabus indicates the order in which we will cover various topics in this course. Generally we will discuss approximately one topic heading on the syllabus during each class, although some topics may take more than one class period. Adjustments will be necessary on an on-going basis, and I may occasionally add new readings or delete materials altogether. Therefore, I will announce specific assignments on a day-to-day basis. You are responsible for specific daily assignments as announced in class and/or sent to you via email.

Grading

Your final grade will be based primarily on a 3 hour, closed book, final examination. The exam will consist of a combination of multiple choice and short answer questions. Classroom performance will count for 5% of your final grade. The in-class performance component of your grade will be based on the quality (not quantity) of class participation.

In addition, several times during the semester you will spend time in class working on written assignments in small groups. The assignments will be distributed in class and should be turned in at the end of the class period or emailed to my assistant Nancy Cummings at nccummin@wulaw.wustl.edu. Each assignment turned in should identify the assignment number and the students who participated in preparing it. These assignments will be graded on a pass/fail basis, and collectively will count for 5% of your final grade. If you miss class, it is your responsibility to get a copy of the assignment, complete it on your own and turn it in to my assistant within a week. Extra copies of in-class assignments will be placed in the course box in Room 301 immediately following class.
Office Hours

My office hours for the fall semester are on Tuesday afternoons from 3 – 4:30 p.m. My office is Room 555 on the north side of the 5th floor of the law school building. If you need to meet with me and are unable to come to my office hours, email me (kim@wulaw.wustl.edu) to set up an appointment.

Email will be my primary means of communicating with you outside of class. I will use it whenever possible to notify you of changes in class time or assignments, as well as to communicate other class related information. You are expected to check your email regularly and are responsible for whatever announcements or assignments are communicated to you via email.