

Employment Law Certificate Course – Online

About This Course

Employment law is a branch of contract law that deals with relationships between employers and employees. This course will cover statutes such as the National Labor Relations Act, the Railway Labor Act, and other various statutes dealing with public employees. Topics to be included are master and servant, wages and hours, anti-discrimination in employment and minimum wages and maximum hours, as well as regulation of working conditions.

The Center for Legal Studies is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CPSM or SHRM-SCPSM.

45 Professional Development Credits



Instructor:

Karen L. Geiger, J.D.

Objective:

Participants will demonstrate the following skills through successful completion of all required coursework and assignments:

- Discuss the roots of the master-servant relationship
- Distinguish employment from independent contracting
- Distinguish employment at will from wrongful discharge
- Identify torts that can be brought against employers
- Examine discrimination in hiring
- Discuss accommodation in working conditions
- Identify labor organizations
- Discuss unfair labor practices
- Examine the structure of the National Labor Relations Act and the Railway Labor Act
- Identify constitutional protections against discrimination
- Discuss disability discrimination and accommodations
- Examine age discrimination in hiring and in retirement

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Expectations

This is an accelerated course. You will be expected to spend an average of at least 8 hours per week reading and completing assignments. Please note that extensions will not be granted for this online course. This course is the equivalent of at least 45 clock hours of study. 70% is the minimum passing score on all tests and assignments for this course.

Prerequisites

There are no prerequisites for this course.

Course Books

Required textbooks for this course:

- *Basic Labor and Employment Law for Paralegals*, 2nd edition, by Clyde E. Craig, this book is available from The Center for Legal Studies.
- [Order Now Online](#)

Highly Recommended Legal Resources:

- *Oran's Dictionary of the Law*, 4th Edition, by Daniel Oran. Clifton Park: Delmar Cengage Learning

For more information, call The Center for Legal Studies at 888-238-5204, or visit our [Online Store](#) to order.

Reading Assignments for Lesson Topics:

Lesson One: Introduction to Employment Law

- Read Chapters 1 & 2 in *Basic Labor and Employment Law for Paralegals* (herein referred to as Basics)
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Lesson Two: Labor Management Relations

- Read Chapters 3, 4, & 5 in Basics
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Lesson Three: Economic Weapons

- Read Chapters 6 & 7 in Basics
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Lesson Four: Racial Discrimination

- Read Chapters 8 & 9 in Basics
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Lesson Five: Sex or National Origin Discrimination

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- Read Chapters 10 & 11 in Basics
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Lesson Six: Age and Disability Discrimination

- Read Chapters 12 & 13 in Basics
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Writing Assignments:

For each lesson you will submit a 50-point writing assignment covering the topics in that lesson's reading consisting of a variety of short answer questions and essay questions.

Exams:

You will complete two exams. Each is worth 100 points. The Midterm exam is to be submitted with your Lesson Three Assignments; the Final exam is to be submitted with your Lesson Six Assignments.

Bulletin Board Assignments:

You will also post your responses to six class participation assignments. These assignments are referred to as Bulletin Board Submissions and will be submitted by either selecting Bulletin Board Submission from within the lesson material, or by selecting 'Forums' under Activities on the Left Hand Block.

All lesson objectives, assignments, and exams can be found in the Lesson Materials.

Grading

Your grade will be based on your completion of six writing assignments, two exams, and class participation/Bulletin Board Submissions. The writing assignments can be accessed from within the lesson material, or by selecting 'Assignments' under Activities on the Left Hand Block of your course home page. The exams can be accessed from within the lesson material, or by selecting "Quizzes" under Activities on the Left Hand Block. You will have the opportunity to engage in "class participation" by using the Bulletin Board tool to respond to the bulletin board assignments throughout the course. Also, participating in the bulletin board assignments will enhance your understanding of the reading material.

Your final grade will be figured as follows:

- The six writing assignments are worth 50 points each and comprise 50% of your grade.
- The two exams are worth 100 points and comprise 40% of your grade.
- Your participation in class participation assignments comprises 10% of your grade.

Withdrawal Policy

Students may drop the course with a full tuition refund less a non-refundable \$15 administrative fee if written notice is sent to The Center for Legal Studies by email at info@legalstudies.com by the Wednesday before class begins. Students may drop the course with a 50% tuition refund if written notice is sent to The Center for Legal Studies by email at info@legalstudies.com anytime from the

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Thursday before the course begins until the first Thursday of class. After the first Thursday of class, no refunds will be issued.