

Course Syllabus

Current as of December 23, 2024

Employment Law and Labor Relations (MANA 7330) - Spring 2025

Instructor: John M. Williams, J.D.

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Office Hours: In person or virtual. Email me to make appointment that works for you.

Required Text:

Labor and Employment Law: Text and Cases, Twomey & Greene, (West 16th ed.) 2020.
ISBN: 9780314167491

You will also be responsible for reading all cases posted on Canvas.

Course Description:

MANA 7330 examines the development of labor law in the U.S. from the early common law to the current legislation. Existing federal statutes regulating labor unions and labor relations will be studied in detail. These statutes are studied as they are applied and interpreted by the federal courts and by the National Labor Relations Board. This course also examines topics in U.S. employment laws such as family leave, equal pay, wrongful discharge, privacy in the workplace, discrimination based on race, sex, color, national origin, religion, age and disability, as well as other areas of employment law.

Course Objectives:

1. To provide students with an overview of the major legal issues and challenges facing managers in organizational settings.
2. To broaden students' understanding of the legal concepts of labor relations, employment discrimination, and equal employment opportunity.
3. To broaden students' understanding of the legal concept of employment at will and privacy at workplace.
4. To broaden students' understanding of issues surrounding health, safety, security, employee rights and discipline.
5. To get students familiar with the process of workplace investigation and filing a complaint with the EEOC.

Class Format:

This course runs from January 13 through May 8, 2025. It is delivered entirely online through the Learning Management System, Canvas. There will be no Face-to-Face, in-person classroom sessions. The course is delivered in asynchronous mode. This means the learning activities and communication takes place outside of real-time. You do not have to log in at any specific scheduled time; you log in at your convenience. However, there may be times when you want to meet with your professor or other students.

Note: Even though you don't need to log in at any specific time, you are required to adhere to all course work due dates. All assignments (Case Questions, Case Briefs and Exams) are listed below with their respective due dates.

Grading:

Case Questions: 236 points

Forty-three (43) cases have been selected in the textbook. Following each case, there are 3 to 5 questions to be answered. Each question is worth 2 point. There are a total of 236 points possible for the Homework portion of your final point total. You are to submit your answers to the case questions assigned by 11:59 pm on their respective due dates.

Submit your answers in their respective portal in the “Case Questions” folder in the “Assignments” tab in Canvas.

Case Briefs: 110 points

Eleven (11) cases have been selected and are posted on Canvas. You are to read and prepare a case brief on each case using the format provided below. You are to submit your briefs by 11:59 pm on their respective due dates. Each is worth up to 10 points.

Submit your briefs in their respective portal in the “Case Briefs” folder in the “Assignments” tab in Canvas.

The format of your briefs should comply with the following structure:

1. Caption and Procedural History

The case name, court that decided the case, the year of the decision, who wrote the majority opinion and who joined and dissented. The identity of and summary of the lower court's holdings. For an appellate court opinion, describe how the trial court and lower appellate court decided the case.

2. Facts

State the facts of the case. This section is necessary because legal principles are defined by the situations in which they arise. Include in your brief only those facts that are legally relevant. A fact is legally relevant if it had an impact on the case's outcome. Because you will not know which facts are legally relevant until you have read and deciphered the entire case, do not try to brief a case while reading it for the first time.

3. Issues

State the factual and legal questions that the court had to decide.

4. Holding

Separately answer each question in the issues section. State the answer in a word or two, such as "yes" or "no." Then in a sentence or two, state the legal principle on which the court relied to reach that answer (the "holding").

5. Reason/Rationale

Describe the court's rationale for each holding. This section of the case brief may be the most important because you must understand the court's reasoning to analyze it and to apply it to other fact situations, such as those on the exam. For each issue, describe each link in the court's chain of reasoning.

Exams (2): 200 points

There are two short answer/essay format exams each worth up to 100 points each. The exams will be posted in the “Exams” folder in Canvas and taken anytime during their respective exam week. Exam I will cover the Labor Law materials. Exam II will cover the Employment Law materials. **Submit your exam answers in their respective portal in the “Exams” folder in the “Assignments” tab in Canvas.**

Grading Scale: Total Points 546

A	522 or above	C+	420 - 433
A-	491 - 521	C	402 - 419
B+	473 - 490	C-	380 - 401
B	457 - 472	D	327- 379
B-	434 - 456	F	< 327

Assignments

LABOR LAW

Week 1: January 13, 2025

Read Chapter 4 (Part 1): The National Labor Relations Act - Sections 4:1 - 4:9

Case Questions: **(Due 1-18-25)**

Case 4.3 - NLRB v. Town & Country Electric, Inc. (3)

Case 4.4 - NLRB v. Yeshita University (4)

Week 2: January 20, 2025

Read Chapter 4 (Part 2): The National Labor Relations Act - Sections 4:10 - 4:17

Case Questions: **(Due 1-25-25)**

Case 4.11 - Caterair International v. NLRB (3)

Case 4.13 - NLRB v. Gissell Packing Co. (3)

Case 4.14 - NLRB v. E.A. Sween Co. (2)

Week 3: January 27, 2025

Read Chapter 5: Employer Unfair Labor Practices

Case Questions: **(Due 2-1-25)**

Case 5.2 - NLRB v. J. Weingarten, Inc. (3)

Case 5.3 - IBM Corp. (2)

Case 5.4 - Electromation, Inc. (3)

Case 5.7 - NLRB v. Brown (5)

Case 5.9 - NLRB v. Great Dane Trailer, Inc. (3)

Case Brief: **(Due 2-1-25)**

Starbucks v. McKinney, decided June 13, 2024

Week 4: February 3, 2025

Read Chapter 6: Regulation of Union Activities

Case Questions: **(Due 2-8-25)**

Case 6.2 - Thornhill v. Alabama (4)

Case 6.4 - Carnegie-Illinois Steel Corp. v. United Steelworkers of America (5)

Case 6.6 - Lechmere, Inc. v. NLRB (3)

Case Brief: **(Due 2-8-25)**

Janus v. AFSCME (2018)

Week 5: February 10, 2025

Read Chapter 7: Legality of Strikes

Case Questions: **(Due 2-15-25)**

Case 7.1 - Spurlin Materials, LC v. NLRB (2)

Case 7.2 - TWA v. IFFA (4)

Case 7.3 - Ohio Power Co. v. NLRB (2)

Case 7.5 - Standard Concrete Products, Inc. v. Teamsters Local (2)

Week 6: February 17, 2025

Exam I (The exam will become available on Canvas at **12:00 am on February 17, 2025 and close at 11:59 pm on February 21, 2025**. The exam is open book and may be taken anytime within this time period. Submit your completed exam responses in the Canvas portal for Exam I.

EMPLOYMENT LAW

Week 7: February 24, 2025

Read Chapter 12 (Part 1): Discrimination Laws: Protected Classes Under Title VII and the Constitution

Case Questions: **(Due 3-1-25)**

Case 12.2 - Griggs v. Duke Power Co. (4)

Case 12.3 - United States v. Villages of Elmwood Park and Melrose Park (3)

Case 12.4 - Feldstein v. Christian Science Monitor (2)

Case Brief: **(Due 3-1-25)**

Groff v. DeJoy (2023)

EEOC v. Abercrombie & Fitch Stores, Inc. (2015)

Week 8: March 3, 2025

Read Chapter 12 (Part 2): Discrimination Laws: Protected Classes Under Title VII and the Constitution

Case Questions: **(Due 3-8-25)**

Case 12.8 - Oncale v. Sundowner Offshore Services, Inc. (3)

Case 12.9 - Burlington Industries, Inc. v. Ellerth (3)

Case 12.11 - Burlington Northern & Santa Fe Railway Co. v. White (2)

Case Brief: **(Due 3-8-25)**

Bostock v. Clayton County (2020)

Week 9: March 10, 2025

Read Chapter 13: Procedures and Remedies

Case Questions: **(Due 3-15-25)**

Case 13.1 - Desert Palace Inc. v. Costa (2)

Case 13.2 - University of Texas Southwestern Medical Center v. Nassar (2)

Case 13.3 - CRST Van Expedited, Inc. v. EEOC (2)

Case Brief: **(Due 3-15-25)**

Reeves v. Sanderson Plumbing Products, Inc. (2000)
Muldrow v. St. Louis (April 17, 2024)

Week 10: March 17, 2025

Spring Break

Week 11: March 24, 2025

Read Chapter 14: Pay Equity; Age Discrimination

Case Questions: **(Due 3-29-25)**

Case 14.2 - Corning Glass Works v. Brennan (3)
Case 14.5 - Smith v. City of Jackson, Mississippi (3)
Case 14.8 - Oubre v. Entergy Operations, Inc. (3)

Case Brief: **(Due 2-29-25)**

Gross v. FBL Financial Services, Inc. (2009)

Week 12: March 31, 2025

Read Chapter 15: Disability Discrimination Laws - Workers' Compensation, SSDI and the ADA - Medical and Military Leave

Case Questions: **(Due 4-5-25)**

Case 15.1 - School Board of Nassau County, Florida v. Airline (4)
Case 15.3 - U.S. Airways, Inc. v. Barnett (2)
Case 15.4 - Huber v. Wal-Mart Stores, Inc. (3)

Week 13: April 7, 2025

Read Chapter 16: Employment Relationships: Contractual and Tort Theories

Case Questions: **(Due 4-12-25)**

Case 16.1 - Johnston v. William Wood Associates, Inc. (2)
Case 16.2 - Haddle v. Garrison (3)
Case 16.3 - Semple v. Federal Express Corp. (2)

Case Brief: **(Due 4-12-25)**

Goodyear Tire & Rubber Co. v. Portillo, 879 S.W.2d 47 (Tex. 1994)

Sabine Pilot Services, Inc. v. Hauck (Tex. 1985)

Montgomery County Hosp. Dist. v. Brown (Tex. 1998)

Week 14: April 14, 2025

Read Chapter 17: Employee Privacy Topics - Section 17:1; 17:3 - 17:6

Case Questions: **(due 4-19-25)**

Case 17.3 - Sanders v. American Broadcasting Cos., Inc. (3)

Case 17.4 - Cramer v. Consolidated Freightways, Inc. (3)

Case 17.5 - Deal v. Spears (3)

Week 15: April 21, 2025

Read Chapter 18: Wage and Hour Law - Plant Closings and Unemployment - Foreign Workers

Case Questions: **(due 4-26-25)**

Case 18.1 - Benjamin v. B & H Education Inc. (3)

Case 18.3 - Dinges v. Sacred Heart St. Mary's Hospital, Inc. (3)

Case 18.5 - McClain v. Board of Review, Department of Labor (2)

Week 16: April 28, 2025

Exam II (The exam will become available on Canvas at **12:00 am on April 28, 2025 and close at 11:59 pm on May 2, 2025**. The exam is open book and may be taken anytime within this time period. Submit your completed exam responses in the Canvas portal for Exam II.