



BLAW 4320-001 (Spring 2026)
Employment Law

COURSE SYLLABUS (Revised 01.07.2026)

COURSE INFORMATION

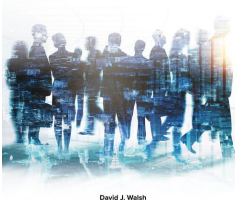
Course Title: Employment Law
Course Number: BLAW 4320-001 (20615)
Credit Hours: 3
Classroom: Soules COB 212
Class Hours: Tuesday/Thursday 9:30 am – 10:50 am
Type of Course: This course is delivered as a face-to-face course, although there may be some online components to it.

INSTRUCTOR

Instructor: Kevin T. White, Assistant Professor of Business Law
Phone: (903) 565-6568
Email: kevinwhite@uttyler.edu
Office: COB 350.16
Office Hours: Tue 2:00 pm – 4:30 pm
Wed 10:00 am – 12:00 pm
Thu 2:00 pm – 4:30 pm
Also available at other times by appointment.
Communication: Email is the best way to contact me, but you can also communicate with me through Canvas. Or come by my office during office hours.

COURSE MATERIALS


Seventh Edition
Employment Law for
Human Resource Practice



Required Textbook ***Employment Law for Human Resource Practice, 7th Ed.***
by David J. Walsh (Cengage 2024)
eTextbook ISBN: 9780357717608
Hardcopy ISBN: 9780357717547

You can get semester access to the eTextbook from the publisher for about \$44.
<https://www.cengage.com/c/etextbook-employment-law-for-human-resource-practice-7e-walsh/9780357717608/?searchISBN=9780357717608>

Supplemental Materials

I may also assign or distribute supplemental materials, which may include cases, statutes, administrative regulations, articles or excerpts from periodicals. **CHECK CANVAS** frequently for additional readings. I may also point you to some outside links for other materials or information of interest. Don't worry—you don't have to memorize the information in the

supplemental materials. But chances are, if you ignore the supplemental materials, you won't get as much out of this course.

CANVAS & PATRIOT MAIL

Announcements, notifications, assignments, due dates, supplemental materials, class updates, changes in the course schedule, grades and more will be posted on or accessible through [Canvas](#). Additional notifications will be sent to your [Patriot email](#) address. **You are expected to regularly check Canvas and your Patriot email for notifications about this class.**

COURSE OVERVIEW/LEARNING OUTCOMES

- A. Course Overview. This course examines major issues in employment law by focusing primarily on the extensive legal environment of the modern workplace. It will examine critical components of employment law from both the employer and employee perspective. This course is primarily designed to introduce business students to a wide range of problems involving hiring, firing, discrimination, harassment, and accommodation. Additional emphasis will be placed on importance of employer-employee relationships.
- B. Topics Covered. By the end of the course, it is expected that you will understand how some of the major areas of labor and employment law impact individuals, organizations, and society. You will look at these areas of the law from the perspective of management throughout the employment lifecycle. You will be able to use analytical and critical problem-solving skills to apply the legal concepts you learn in this course to a myriad of fact situations. Broadly speaking, we will look at:
- Overview of Employment Law, including sources of employment laws, applicability, and procedures for enforcement of substantive rights
 - The Employment Relationship, including tests for classification of workers as independent contractors or employees, joint employment, and agency
 - Employment Discrimination, including protected classes, types of discriminatory conduct, and legal framework
 - Harassment, including quid pro quo and hostile environment, employer liability, and policies and training
 - Accommodating Disability and Religion, including overview of the ADA, interactive process and reasonable accommodation, and religious accommodation
 - Recruitment, including equal employment opportunity and affirmative action, foreign nationals, pre-employment inquiries, and applications
 - Background Checks and Verifying Employment Eligibility, including employment verification and IRCA, criminal and other background checks, respondeat superior, and negligent hiring
 - Employment Testing, including drug testing, medical exams, polygraphs, and applicability of ADA and GINA
 - Work-Life Conflicts and Other Diversity Issues, including leave laws like the FMLA, accommodating pregnant workers, and uniform service members
 - Hiring and Promotion Decisions, including facially discriminatory practices, bona fide occupational qualifications, appearance, sex-stereotyping, caregiver discrimination, promissory estoppel, and promotions
 - Wages, Hours, and Pay Equity, including the FLSA, minimum wage, overtime, EAP exemptions, and equal pay
 - Employee Benefits, including basic benefits plan requirements under ERISA, pension plans, and wellness plans
 - Unions and Collective Bargaining, including the main provisions of the National Labor Relations Act (NLRA), the system of collective bargaining, union organizing, types of work stoppages and legal protections for strikers
 - Occupational Safety and Health, including the OSH Act, workers' compensation laws, and employment safety programs

- Privacy on the Job, including intrusion, appropriation, medical and employment records, and surveillance
- Terminating Employees, including wrongful discharge, constructive discharge, whistleblower protections, and employment at will
- Downsizing and Post-Termination Issues, including compliance with the WARN Act and COBRA

REQUIRED WORK

- A. Examinations. There will be four (4) exams (one in each module), including the final exam. The exams will be made up of a combination of objective (multiple choice and true/false) and short-answer questions. The examinations may cover any matters contained in the course materials or which are discussed in class. Each exam is worth 150 points, and together, the exams are worth 600 points.

The exams must be taken on the date and time specified in the Course Schedule. If, due to illness or other compelling reasons beyond your control, you are unable to take an exam during the specified time, you should contact me (in advance if possible) to make other arrangements for taking the exam.

THE EXAMS ARE CLOSED BOOK, CLOSED NOTE, CLEAN DESK EXAMS. You cannot access your phones, smartwatches, laptops, tablets, or any other electronic device (including any surreptitious device) during the exam. You can't use AI to help you on the exam. In other words, you cannot cheat on the exams.

- B. Out-of-Class Projects. There will be eight (8) small projects throughout the semester, two (2) in each of the modules. Generally speaking, each project requires you to prepare some legal-related document you might encounter in business. Detailed instructions will be provided, including formatting and submission requirements.

You may consult publicly available forms, templates, and reference materials, and you may use generative AI tools to assist you in drafting your work. However, you remain fully responsible for the final content you submit. Your work must meet all stated project requirements.

Each project is worth 25 points, for a total of 200 points across all 8 projects. Projects are graded individually, and late submissions are subject to the course late-work policy.

- C. In-Class Activities. In order to encourage discussion and collaboration, we will be doing a total of four (4) in-class activities. The dates for these projects are reflected in the Course Schedule. The class may be divided into smaller groups to facilitate these activities. Each activity is worth 25 points, and together, the activities are worth 100 points. If you are absent during one of the In-Class activities, you will have the opportunity to submit a short assignment to make up that grade.

- D. Attendance. Class attendance is your responsibility. We expect students to attend and actively participate in all activities for a course. Regular attendance and engagement in class activities/assignments contribute to learning the content. Attendance/professionalism is worth 75 points. Attendance will not be taken on exam dates. On all other class dates, attendance will be taken. IT IS YOUR RESPONSIBILITY TO SIGN THE ROLL SHEET DURING CLASS PERIOD.

Absences will be excused in my sole discretion only for documented illnesses, participation in school athletic events or approved school activities, or inclement weather.

Three and one-half (3½) points will be awarded for each scheduled class period you attend (or which is excused) for a total possible of 75 points. But if you miss more than eight (8) class periods (unexcused), you will get 0 points for attendance.

Canvas will reflect whether you are present or absent on a particular day but will not necessarily accurately reflect your score for attendance.

- E. Intro Video. Within the first two weeks of the semester, I expect you to upload a short video of yourself. Detailed instructions will be given in Canvas. It is worth 25 points.
- F. Reading Assignments. Naturally, you are expected to read each of the chapters assigned in the Course Schedule. It is okay to read ahead. There is a bunch of reading in this course, some of it more interesting than

others. Many of the concepts have to be digested before they are understood. **Don't get behind**—it is too hard to catch up with this much material!

G. Extra Credit. Extra credit may be given in my sole discretion.

H. Grade Allocation. Your grade is allocated as follows:

Item	Points	% of Grade
Examinations	600	70.0%
Out-of-Class Projects	200	20.0%
In-Class Activities	100	10.0%
Attendance	75	7.5%
Intro Video	25	2.5%
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Total	1,000	100.0%

I. Grade Determination.

<u>Points</u>	<u>Average</u>	<u>Letter Grade</u>
900+	90-100%	A
800-899.9	80-89%	B
700-799.9	70-79%	C
600-699.9	60-69%	D
0-599.9	0-59%	F

COURSE POLICIES

- A. Attendance Policy. **Come to class!** You are expected to attend class meetings regularly and on time. To encourage attendance, which will enhance your learning, attendance is a component of your grade.
- B. Preparation. **Be prepared!** Advance preparation for class increases understanding and retention of the course material and greatly enhances the learning experience. You are expected not only to come to class, but to come prepared.
- C. Late Work. **Do your work on time!** Late work is generally not accepted.
- D. Exams. **Take your exams when given!** Exams will be administered IN CLASS and will be closed book, closed note unless otherwise indicated. Makeups will be allowed only for compelling reasons, in the discretion of the instructor.
- E. Distractions. **Pay attention!** No talking during class, except to participate in class discussion. You may not make or receive phone calls during class; please turn your phone OFF or to SILENT. An occasional text is okay, but please refrain from protracted text conversations or excessive texting. If you have a laptop or tablet, use it to take notes only. You may not watch movies, stream audio or video, surf the web, fool around with Facebook or anything like that, either on your phone, tablet or laptop. **You may not keep earbuds, airpods or similar devices in your ears (unless necessary for a hearing impairment) during class time.** Electronic devices may only be used to enhance your classroom experience, not distract you from it. **YOU ABSOLUTELY MAY NOT BECOME A DISTRACTION TO ME OR TO OTHER STUDENTS!!! I MAY DEMAND THAT YOU LEAVE THE**

CLASSROOM! I MAY ALSO DEDUCT SOME OR ALL OF YOUR ATTENDANCE POINTS FOR THE SEMESTER. IN MORE EGREGIOUS CASES, I MAY REFER YOU FOR DISCIPLINARY ACTION.

ARTIFICIAL INTELLIGENCE

UT Tyler is committed to exploring and using artificial intelligence (AI) tools as appropriate for the discipline and task undertaken. We encourage discussing AI tools' ethical, societal, philosophical, and disciplinary implications. All uses of AI should be acknowledged as this aligns with our commitment to honor and integrity, as noted in UT Tyler's Honor Code. Faculty and students must not use protected information, data, or copyrighted materials when using any AI tool. Additionally, users should be aware that AI tools rely on predictive models to generate content that may appear correct but is sometimes shown to be incomplete, inaccurate, taken without attribution from other sources, and/or biased. Consequently, an AI tool should not be considered a substitute for traditional approaches to research. You are ultimately responsible for the quality and content of the information you submit. Misusing AI tools that violate the guidelines specified for this course (see below) is considered a breach of academic integrity. The student will be subject to disciplinary actions as outlined in UT Tyler's Academic Integrity Policy.

For this course, although artificial intelligence (AI) tools are cool, I want to see your own work. Unless the instructions for the assignment expressly permit, generative AI (like ChatGPT) or other AI-empowered tools may not be used to assist you in any work assignments for this course.

UNIVERSITY POLICIES & INFORMATION

Important UT Tyler policies and information may be found in Canvas. See Syllabus Module.

I would like to emphasize this one:

Academic Honesty and Academic Misconduct. The UT Tyler community comes together to pledge that "Honor and integrity will not allow me to lie, cheat, or steal, nor to accept the actions of those who do." Therefore, we enforce the [Student Conduct and Discipline policy](#) in the Student Manual of Operating Procedures (Section 8).

STUDENT RESOURCES

Resources to assist you in this course and other resources available for UT Tyler students may be found in Canvas. See Syllabus Module.

COURSE SCHEDULE

The Course Schedule will be distributed separately and may be amended periodically through Canvas notification. Look to Canvas for more detailed information.

AMENDMENTS TO SYLLABUS

I reserve the right to amend and revise this Course Syllabus and/or the Course Schedule--but will give notice of any amendment.

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COURSE SCHEDULE (01.07.2026)

Week	Date(s)	Chapter and Topic	Project
1	MODULE 1		
	Jan 13	Welcome and Introduction	n/a
	Jan 15	Chapter 1 — Overview of Employment Law	n/a
2	Jan 20	Chapter 2 — The Employment Relationship	n/a
	Jan 22	Chapter 3 — Overview of Employment Discrimination	Project # 1 Due
3	Jan 27	Chapter 3 — Overview of Employment Discrimination	In-Class Activity # 1
	Jan 29	Chapter 8 — Harassment	n/a
4	Feb 3	Special Problems	Project # 2 Due
	Feb 5	Exam No. 1 – Chapters 1, 2, 3, and 8	
5	MODULE 2		
	Feb 10	Chapter 9 - Reasonably Accommodating Disability and Religion	n/a
	Feb 12	Chapter 9 - Reasonably Accommodating Disability and Religion	n/a
6	Feb 17	Chapter 4 – Recruitment	Project # 3 Due
	Feb 19	Chapter 5 — Background Checks, References, and Verifying Employment Eligibility	In-Class Activity # 2
7	Feb 24	Chapter 6 — Employment Tests	n/a
	Feb 26	NO CLASS	Project # 4 Due
8	Mar 3	Exam No. 2 – Chapters 4, 5, 6, and 9	
	MODULE 3		

Week	Date(s)	Chapter and Topic	Project
	Mar 5	Chapter 10 — Work–Life Conflicts and Other Diversity Issues	n/a
9	Mar 10	NO CLASS (Spring Break)	
	Mar 12	NO CLASS (Spring Break)	
10	Mar 17	Chapter 7 — Hiring and Promotion Decisions	n/a
	Mar 19	Chapter 11 – Wages, Hours, and Pay Equity	Project # 5 Due
11	Mar 24	Chapter 11 – Wages, Hours, and Pay Equity	In-Class Activity # 3
	Mar 26	Chapter 12 - Benefits	n/a
12	Mar 31	Chapter 13 - Unions and Collective Bargaining	Project # 6 Due
	Apr 2	Exam No. 3 – Chapters 7, 10, 11, 12, and 13	
13	MODULE 4		
	Apr 7	Chapter 14 – Occupational Safety and Health	n/a
	Apr 9	Chapter 15 – Privacy on the Job	Project # 7 Due
14	Apr 14	Chapter 15 – Privacy on the Job	In-Class Activity # 4
	Apr 16	Chapter 16 – Terminating Individual Employees	Project # 8 Due
15	Apr 21	Chapter 17 – Downsizing and Post-Termination Issues	n/a
	Apr 23	Review	n/a
16	(TBD)	Exam No. 4 (Final Exam) – Chapters 14, 15, 16, and 17	

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