This course will address the statutes, regulations, cases, and policy issues involved in the employment relationship. It will cover the legal boundaries in the life-cycle of the employee-employer balance of rights and duties.

The course materials will be cases and statutes. There is no textbook. A list of the cases and statutes (and citations) is provided.

Class participation is required. You are expected to read all of the reading assignments listed for a class. Also, you will “choose” several cases and be expected to be able to be the lead student in discussing them in the class(es) where they are covered. Details will be provided in the first class.

The grade for the class is the exam, though participation will be added in close cases.
<table>
<thead>
<tr>
<th>Date</th>
<th>Class</th>
<th>Reading Assignment</th>
</tr>
</thead>
<tbody>
<tr>
<td>8/20</td>
<td>Introduction and overview</td>
<td>Posted article</td>
</tr>
</tbody>
</table>
Secretary of Labor v. Lauritzen, 835 F. 2d 1529 (1987)  
Donovan v. DialAmerica, 757 F.2d 1376 (3rd Circ. 1985)  
Woolley v. Hoffman-LaRoche 491 A2d 1257 (1985)  
Swanson v. Liquid Air Corp., 118 Wn.2d 512 (1992) |
Cowart v. Ingalls Shipbuilding Inc. 213 F.3d 261 (5th Circ. 2000)  
Morgan v. Family Dollar Stores 551 F.3d 1233 (2008)  
Rowe v. Laidlaw Transit, Inc. 244 F.3d 1115 (9th Circ. 2001)  
Christopher v. SmithKline Beecham Corp. 132 S. Ct. 2156 (2012)  
Integrity Staffing Solutions v. Busk, U.S. Supreme Court, December 9,2014 |
Age Discrimination in Employment Act, 29 U.S.C. 621-634  
McDonnell-Douglas v. Green, 411 U.S. 792 (1973)  
University of Texas Southwestern Medical Center v. Nassar, 133 S.Ct. 2517 (2013)  
Hosanna-Tabor v. EEOC, 132 S.Ct. 694 (2012)  
Mach Mining v. EEOC, U.S. Supreme Court, decided April 29, 2015  
EEOC v. Abercrombie and Fitch, U.S. Supreme Court, June 1, 2015 |
9/24 Status statutes and cases

Americans with Disabilities Act, 42 U.S.C.12101-1213
Pregnancy Discrimination Act, 42 U.S.C. S. 2000e (k)
Gross v. FBL Financial Services, 557 U.S. 167 (2009)
University of Texas Southwestern Medical Center v. Nassar, 133 S. Ct 2517 (2013)
Indegard v. Georgia-Pacific Corp., 583 F. 3d 1049 (2009)
Young v. UPS, U.S. Supreme Court, March 25, 2015

10/1 Hiring

EEOC v. Consolidated Serv. Sys. 989 F.2d 233 (7th Circ. 1993)
Kotch v. Board of River Port Pilot Comm’rs, 330 U.S. 552 (1947)
Chamber of Commerce v. Whiting, 131 S. Ct. 1968 (2011)

10/8 Rights and Duties

Vance v. Ball State, 131 S.Ct. 2434 (2013)
Lawson et. Al.v. FMR et al., October Term case on Supreme Court website
Whistleblower v. Comm’r, 137 T.C. 183 (2011)

10/15 Rights and Duties

Family and Medical Leave Act, 29 U.S. C. 2601 et. seq.
Staub v. Proctor Hospital, 131 S. Ct 1186 (2011)
10/22 Privacy and safety
Sims v. NCI Holding Corp., 759 N.W. 2d 333 (2009)
Sutherland v. Wal-Mart Stores, Inc., 632 F. 3d 990 (2011)

10/29 Benefits
Your state’s workers’ compensation statute
Houser v. Bi-Lo, Inc. 36 S.W. 3d 68 (2001)
Williams v. Wright, 927 F.2d 1540 (11th Cir. 1991)
Pension Benefit Guaranty Corp. v. LTV Corp. 496 U.S. 633 (1990)
Tibble et al. v. Edison International, U.S. Supreme Court, decided May 18, 2015
Burwell v. Hobby Lobby, U.S. Supreme Court, June 30, 2014

11/5 Termination
WARN Act 29 U.S.C. 2101 et seq.
Frampton v. Central Indiana Gas Co., 297 N.E.2d 425 (Ind. 1973)
United Steel Workers v. U.S. Steel, 631 F.2d 1264 (6th Cir. 1980)
Nees v. Hocks, 536 P.2d 512 (Ore. 1975)
Pugh v. See’s Candies, 171 Cal. Rptr. 917 (1981)

11/12 Arbitration and Whistleblowing
JAMS Employment Arbitration Rules and Procedure
AT&T Mobility LLC v. Concepcion, 563 U.S. 321 (2011)
Lawson et al. v. FMR et al., 134 S. Ct 1158 (2014)
DHS v. Maclean, U.S. Supreme Court, January 21, 2015

11/19 Post-termination restraints and actions Review
Your state’s unemployment compensation statute
Hopkins v. Uninsured Employers’ Fund, 251 P. 3d 118 (Mont. 2011)