

**Tulane University**  
**School of Continuing Studies – Paralegal Studies**

EMPLOYMENT LAW  
UPAR 431 – 3 Credit Hours  
COURSE SYLLABUS

Instructor Information

Name: Jeffery D. Morgan  
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Office Hours: Immediately after class.

Course Description

An introduction to the practice of employment law with a review of relevant guiding principles. Identification of best practices in establishing, maintaining and terminating the employment relationship. The emphasis will be on developing the ability to evaluate employment law claims and ethical versus unethical practices, with attention to legal precedent and application of this understanding to real-world employment disputes.

Course Objectives

Upon successful completion of the course, students will demonstrate the following competencies:

- An understanding of relevant legal terms, theories, and principles germane to employment law;
- An ability to apply relevant legal principles to hypothetical and real-world employment disputes;
- An ability to identify best practices in establishing, maintaining, and terminating the employment relationship;
- An ability to evaluate the relative merit of various employment law claims;
- An ability to distinguish legally ethical conduct from unethical practices in the context of employment law;
- An ability to locate employment law precedent through independent research;
- An ability to brief relevant case law and make oral presentation to the class.

Textbook

Peggy N. Kerley, *Employment Law for the Paralegal* (West Legal Studies 2002).

### Grading Criteria

|                    |     |
|--------------------|-----|
| First Examination  | 30% |
| Second Examination | 30% |
| Final Examination  | 25% |
| Research Project   | 15% |

### Attendance & Assignments

Attendance is essential. If you miss a class, you are still responsible for the subject matter covered in the lecture and for assignments due. Students must turn in any assignments at the start of class on the due dates. Absence on a scheduled examination date will presumptively result in a failing grade for the missed examination absent a detailed physician's note or equivalent documentation.

### Instructional Method

Lecture, case briefing and discussion, small group breakout sessions, written assignments, tests, scenarios presented for class discussion, in-class participation.

### Research Project

Students must locate and brief two recent published decisions in employment law, other than those already covered class. The briefs must contain the standard elements: citation, facts, procedural history, issue, holding, reasoning, and disposition. Both briefs must be typewritten on 8 ½" x 11" paper. Typeset must be no smaller than 12 point and may be single-spaced. Margins must be one inch. Students will orally present one of the case briefs to the class for open discussion.

### Honor Code

In all work submitted for academic credit, you are expected to represent yourself honestly. Work must be your individual effort. Since this course includes a written research project, you should pay particular attention to the bans articulated in the following sections:

*Plagiarism.* The use of the ideas, data or specific passages of others that are unacknowledged or falsely acknowledged, with the purposed of influencing a grade. Any paraphrasing or quotation must be appropriately acknowledged.

*Falsification of research.* The fraudulent or deceptive generation of data or the knowing use of data gathered in such a manner.

You may view the entirety of Tulane's Honor Code at:



Class 10      Lecture: Employers' Rights versus Employees' Right to Privacy  
3 hours      Immigration Issues in Employment;  
*Reading Assignment: Chapters 16-17*

Class 11      Safety and Health Regulations in Employment  
3 hours  
*Reading Assignment: Chapter 18*

Class 12      **Research Project Due**  
3 hours      Class Presentations

Class 13  
3 hours      Continuation of Class Presentations

Class 14      **Final Examination**  
3 hours