WILMINGTON UNIVERSITY
COLLEGE OF SOCIAL & BEHAVIORAL SCIENCES
BASIC COURSE INFORMATION

COURSE TITLE: Employment Law

COURSE NUMBER: LES 408

PRE-REQUISITES: ENG121, English Composition I (minimum GPA 2.0/C)
ENG122, English Composition II (minimum GPA 0.67/D-)
LES 220, Introduction to Legal Studies (minimum GPA 2.0/C)
LES 314, Legal Research (minimum GPA 2.0/C)

LEGAL SPECIALTY: ☐ Yes ☑ No

I. COURSE DESCRIPTION

This course examines the concepts and laws governing employment and collective bargaining in both the private and public sectors. It includes a thorough discussion of bargaining units, election procedures, unfair labor practices, and good faith bargaining. Additionally, it will acquaint the student with the philosophy and practice of labor arbitration. Topics include federal wage regulation, labor law, workplace discrimination, the impact of employment practices, the ADA, privacy laws, sexual harassment, human resource management, and employee handbooks.

II. COURSE OBJECTIVES

GOAL A: To understand and apply substantive and procedural labor and employment law

Learning Outcomes: The student will demonstrate:
A-1 A knowledge of the substantive and procedural laws that govern employment law;
A-2 A command of the basic legal vocabulary in the area of employment law;
A-3 An understanding of the formation and termination of the employment relationship;
A-4 Familiarity with federal and state laws impacting the employer/employee relationship in the areas of personnel actions, sexual harassment, discrimination, retaliatory discharge, disability, employee compensation, and employee benefits;
A-5 Familiarity with state worker’s compensation law;
A-6 The ability to identify legal issues in labor and employment law cases;
A-7 An understanding of the impact employment law has on other areas of the law; and
A-8 An understanding of the ethical considerations for a legal assistant/paralegal who assists an attorney working in the area of employment law.