

HR 65.6 Course Outline as of Spring 2011**CATALOG INFORMATION**

Dept and Nbr: HR 65.6 Title: HR LAW
 Full Title: Fundamentals of Human Resources Law
 Last Reviewed: 3/13/2000

Units		Course Hours per Week		Nbr of Weeks	Course Hours Total	
Maximum	1.00	Lecture Scheduled	8.00	4	Lecture Scheduled	32.00
Minimum	1.00	Lab Scheduled	0	2	Lab Scheduled	0
		Contact DHR	0		Contact DHR	0
		Contact Total	8.00		Contact Total	32.00
		Non-contact DHR	0		Non-contact DHR	0

Total Out of Class Hours: 64.00

Total Student Learning Hours: 96.00

Title 5 Category: AA Degree Applicable

Grading: P/NP Only

Repeatability: 00 - Two Repeats if Grade was D, F, NC, or NP

Also Listed As:

Formerly: BMG 65.6

Catalog Description:

Human Resource laws change rapidly. Employer mistakes and the current legal system make application of employment law a large liability. Current Human Resource laws and their application will be discussed. Participants will discover the resources available to keep current in Human Resource laws.

Prerequisites/Corequisites:**Recommended Preparation:****Limits on Enrollment:****Schedule of Classes Information:**

Description: Human Resource Laws change rapidly. Employer mistakes and the current legal system make application of employment law a large liability. Current Human Resource laws and their applications will be discussed. Participants will discover the resources available to keep current in Human Resource laws. (P/NP Only)

Prerequisites/Corequisites:

Recommended:
Limits on Enrollment:
Transfer Credit:
Repeatability: Two Repeats if Grade was D, F, NC, or NP

ARTICULATION, MAJOR, and CERTIFICATION INFORMATION:

AS Degree:	Area	Effective:	Inactive:
CSU GE:	Transfer Area	Effective:	Inactive:
IGETC:	Transfer Area	Effective:	Inactive:
CSU Transfer:		Effective:	Inactive:
UC Transfer:		Effective:	Inactive:

CID:

Certificate/Major Applicable:

Certificate Applicable Course

COURSE CONTENT

Outcomes and Objectives:

Each participants will be able to:

1. recite the five most common Human Resource Laws that lead to litigation;
2. use the following resources; Calififornia Wage & Hour Laws, Fair Labor Standards Act, State Unemployment Insurance, Family Medical and Leave Act, ADA, EEO, School Leave Laws;to resolve specific situations.
3. list at least three different resources available for maintaining currency;
4. detail how to avoid litigation and prepare for litigation.

Topics and Scope:

The course material will detail the most current understanding and application of the employer's major Human Resource litigation concerns. Participants will discuss the most current Human Resource laws and litigation trends. Discussions will do a walk-through on how a case that is going to court will be handled. Topic may include, sexual harassment, wrongful termination, discrimination, and violence claims.

Assignment:

Participants will read numerous laws and recent court decisions. Class discussions/group assignments on how to apply the new laws in the work-place.

Methods of Evaluation/Basis of Grade:

Writing: Assessment tools that demonstrate writing skills and/or require students to select, organize and explain ideas in writing.

None, This is a degree applicable course but assessment tools based on writing are not included because skill demonstrations are more appropriate for this course.

Writing
0 - 0%

Problem Solving: Assessment tools, other than exams, that demonstrate competence in computational or non-computational problem solving skills.

None

Problem solving
0 - 0%

Skill Demonstrations: All skill-based and physical demonstrations used for assessment purposes including skill performance exams.

Class performances, CLASS PARTICIPATION

Skill Demonstrations
20 - 40%

Exams: All forms of formal testing, other than skill performance exams.

Multiple choice, True/false, Matching items, Completion, SHORT ANSWER

Exams
10 - 40%

Other: Includes any assessment tools that do not logically fit into the above categories.

ATTENDANCE

Other Category
20 - 50%

Representative Textbooks and Materials:

Instructor will provide current legal materials and text of numerous laws.