UMKC School of Law Spring 2017 Elective Course Information

COURSE NAME: Seminar in Employment Law (2 credit hours)

COURSE NUMBER: 8814R

PROFESSOR: Mikah Thompson

ESSENTIAL PREREQUISITES: None

DESIRABLE PREREQUISITES: Employment Discrimination


METHOD OF GRADING & APPRAISAL OF STUDENT FOR GRADE: Class participation and take-home final exam

SUMMARY DESCRIPTION OF COURSE: This course will focus on the law governing the employment relationship in the private sector. The class will examine the definition of the employment relationship; the employment at will doctrine; contract and tort exceptions to the employment at will doctrine; wage and hour issues; leave (e.g., FMLA); safety (OSHA and workers’ comp); unemployment insurance; discrimination (Title VII; ADA; ADEA); privacy and free speech rights, especially in the age of social media and electronic surveillance; and intellectual property issues, trade secret and restrictive covenants such as non-competes and non-solicitation agreements. Although this is not a course on labor law, students will also learn how the National Labor Relations Act affects nonunion employers.

COURSE OUTCOMES: At the completion of the course, students will be able to do the following:

- Articulate the various causes of action in the employment context.
- Understand how labor regulations can affect the private, nonunionized employer.
- Draft and analyze clauses in employment agreements.
- Develop skills and approaches intended to minimize the likelihood of wrongful terminations or liability for clients.
• Consider ethical obligations of plaintiff and defense counsel in the employment law context.

RELEVANCY OF COURSE FOR CAREER PURPOSES: This course will be useful to those who plan to practice employment law as well as those who will counsel small businesses, nonprofits, labor unions, individual clients or larger corporations as part of a well-rounded general business lawyer or litigation background.

RELEVANCY OF COURSE FOR MO/MULTI-STATE BAR EXAMINATION: None