Employment Relationships  
Spring 2010  
Professor Carolyn Shapiro

COURSE INFORMATION

Contact information:  
Office number 753  
(312) 906-5392  
cshapiro1@kentlaw.edu

Class Time & Location:  
Tuesdays and Thursdays 10:15-11:40 am  
Classroom: C25

Office hours: I do not have formal office hours, but I strive to be accessible to students who wish to meet or talk outside of class. The most reliable way to meet with me is by appointment. In addition, you should feel free to stop by my office, call or e-mail, or approach me after class. I encourage you to ask questions about things that you did not understand in class or in the reading and to pursue ideas or topics that interest you.

This course focuses on the legal relationship between employer and individual employee. It is a survey course, covering topics including the common law understanding of the employment relationship, judicial modifications of that understanding, and statutes that govern employment. Because it is a survey course, some topics will be addressed only briefly or not at all. For example, the course does not systematically address labor law or public sector employment, both of which are the subjects of other courses, and it provides only a general overview of employment discrimination law, rather than the detailed consideration of the subject provided in Employment Discrimination.

Employment law is a mixture of state and federal law. The course cannot provide comprehensive information about state regulation of employment in all 50 states, or even in one. We will look at a variety of different states’ laws. There will, however, be a special emphasis on Illinois law.

Your grade will be based primarily on a final examination. In addition, class participation can help you. It can also hurt you, if you regularly don’t come to class, can’t or won’t participate, or are consistently unprepared. Regular attendance is required. I will expect that you have done the assigned reading and are prepared for class. Finally, during the semester, I may give two or three small written assignments. These assignments will not be graded. They will, however, count towards your class participation. Failure to complete an assignment or to make a good faith effort on an assignment will be noted.

The final exam will be open book and in class. For the final exam, you will be responsible for all assigned reading, whether or not we discussed it in class, and for all material covered in class discussion and lectures, even if it was not covered in the assigned reading. However, the exam will emphasize the material that I view as important, and you will be able to tell what I think is
important by coming to class.