

**PALOMAR COLLEGE**  
**COURSE OUTLINE OF RECORD FOR**  
**DEGREE CREDIT COURSE**

  X   Transfer Course     X   A.A. Degree applicable course  
(check all that apply)

**COURSE NUMBER AND TITLE:** PLS 275 Employment Law and Practice

**UNIT VALUE:** 2

**MINIMUM NUMBER OF SEMESTER HOURS:** 32

**BASIC SKILLS REQUIREMENTS:** Appropriate language skills

**ENTRANCE REQUIREMENTS**

**PREREQUISITE:** LS 121/PLS 121 Introduction to Law

**COREQUISITE:**

**RECOMMENDED PREPARATION:** LS 150/PLS 150 Legal Research and LS 155/PLS 155 Legal Writing

**SCOPE OF COURSE:**

Employment law for paralegals. An introduction to the regulatory environment, common law principles, and an overview of labor relation law. The course will review ADA, sexual harassment, discrimination, and employees' rights.

**SPECIFIC COURSE OBJECTIVES:** Successful student will

1. Understand the employment relationship
2. Apply advanced legal research skills
3. Review the Family and Medical Leave Act
4. Demonstrate knowledge of discrimination in employment law
5. Receive an overview of labor relations law
6. Prepare a legal memorandum on employer's rights versus employee's rights and privacy issues

**CONTENT IN TERMS OF SPECIFIC BODY OF KNOWLEDGE:**

1. The regulation of employment law
2. The regulation of discrimination in employment to include an introduction to Title VII of the Civil Rights Act
3. An overview of the ADEA, Age Discrimination Employment Act
4. A review of labor relations law or workers compensation
5. ADR overview and arbitration simulation

**REQUIRED READING:**

Kerley, Peggy, Employment Law, United States, West Publishing Co., 2002

**SUGGESTED READING:**

**REQUIRED WRITING:**

**OUTSIDE ASSIGNMENTS:**

**Students are expected to spend a minimum of three hours per unit per week in class and on outside assignments, prorated for short-term classes.**

**INSTRUCTIONAL METHODOLOGY:**

**Check all that apply:**

- lecture
- laboratory
- lecture-laboratory combination
- directed study

**DISTANCE LEARNING:**

**This course may be offered as a distance learning course and meets Title 5 regulations 55370, 55372, 55374, 55376, 55378, and 55380.**

Yes  No

**If yes, check all that apply:**

- Television Course (Video one-way, e.g. ITV, video cassette, etc.)
- Online Course (Text one-way, e.g. newspaper, correspondence, electronic file, etc.)
- Two-Way Video Conferencing (Two-way interactive video and audio)
- One-Way Video Conferencing (One-way interactive video and two-way interactive audio)
- Computer Assisted Instruction (A specialized form of mediated instruction relying primarily on student access to information and prepared lessons or teaching materials through a computer terminal, but not under immediate supervision of a qualified instructor.)

**GRADING POLICY AND STANDARDS** (include methods of determining whether the stated objectives have been met by students):

Final grades will be computed as follows:

$$90\% \times 400 = 360+ = A$$

$$80\% \times 400 = 320+ = B$$

$$70\% \times 400 = 280+ = C$$

$$60\% \times 400 = 240+ = D$$

$$239- = F$$

**IS COURSE REPEATABLE FOR REASON(S) OTHER THAN DEFICIENT GRADE?**

Yes \_\_\_\_\_ No X Number of times course may be taken for credit: \_\_\_\_\_

If yes, identify specific provision of Title 5 Division 2 section(s), 55761-55763 and 58161 which qualifies course as repeatable:

**CONTACT PERSON:** Angelo J. Corpora

**SIGNATURES ON FILE**