DEPAUL UNIVERSITY
School for New Learning
SYLLABUS

LAW AND THE WORKPLACE
HC 293 & CCH 293

FACULTY:       HON. RUSSELL W. HARTIGAN
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LOCATION:      Chicago Loop Campus

COURSE DESCRIPTION:
This course is an exciting capsule version of various aspects of the law to educate you in court terms, structure laws and cases.

There is continual involvement in the field of law from the “common law” to precedent setting cases. An evaluation of the basis structures and sources of laws will first be addressed. This will then lead to discussion of the interplay between employers and employees. An overview will be given as to how law dictates business policy and procedure, consumer rights, employer and employee rights will be analyzed and discussed. Workman’s Compensation, OSHA “Retaliatory Discharge”, Civil Rights”, and general principles of Tort law will be studied. The student will obtain a basic understanding and overview of legal terminology, concepts, structures, and then apply these to case studies and group projects. The outcome will be a fundamental understanding of legal principles, employee, employer statutes and our state and federal structure.

COMPETENCIES OFFERED:
H-4, F-X, H2X

H-4 Approach through law with historical perspective. Can analyze power relations among racial social, cultural or economic groups.

F-X Can analyze rights and responsibilities of Employer-Employee. Analyze legal terms and knowledge of the legal system.

H2X Experience law as an institution – students can relate to the law as a social institution. Experience ad define both the Law as a social institution in relation to case studies and changing legal landscape. Analyze the systems of law as a social institution in relation to other institutions.
EXPECTED OUTCOMES:
Upon successful completion of this course, students will:
1. Have a greater understanding of our Court structure(s) and how certain rulings impact the business community. Trials that instructor has presided over will be shared with students.
2. Understand how the legal and business institutions interrelate and their effects on our society. A greater understanding of our legal structure(s) and new alternatives to them.
3. Have a working knowledge of the importance of law on business institutions and whether these institutions are adaptable for making decisions in the workplace. A.D.A., Employment Discrimination, Retaliatory Discharge, Worker's Compensation, OSHA and E.E.O.C. will also be discussed.
4. Understand sources of law and their legal evolution. Also, Employee-Employer rights, Corporate Responsibility and Employment Discrimination, Race Discrimination and Sexual Harassment.
5. Be able to analyze a legal problem and attempt to solve through theory application and research. Apply group and case studies to an empirical problem(s) in the workplace. Final class we will have a “mock trial”.

LEARNING STRATEGIES:
Students will learn the basis of law and its structure in the State and Federal system. Various aspects of business problems will be discussed and students will be encouraged to discuss these problems and what the current state of the law is as to that subject area.
Class session will include:
1. Lectures;
2. Discussions and Debate;
3. Panel Discussion, Selected Work Related Topics
4. Group Project and Trial Group Project; and

INSTRUCTOR LEARNING TOOLS:
2. Lectures and handouts. Certain legal cases and statutes will be analyzed along with legal articles. Recent legal cases will be distributed by the instructor.
3. Sub-groups and discussion on timely topics in the business/legal world.
4. Discussion of Assigned Research Paper(s).
5. Completion of weekly written Chapter Assignments and Learning through group projects, including Trial project.

EVALUATION:
Method of evaluation is subject to some modification, but the basic grade criteria is as follows:
1. Chapter Exercise Completion - weekly 15% 4. Individual Paper - Selected Topic 35%
2. Class Participation 15% 5. Group Project 20%
3. One Selected Issue Topic - Short Essay 10% 6. Trial Group Project - Last Class 5%

Grading will rely on student’s input in class, writing, research and final paper.

YOUR ATTENDANCE IS EXTREMELY IMPORTANT.
You are expected to attend every class session: to arrive on-time and to remain for the entire period. Missing two or more class sessions may result in a failing grade.
TOPICS AND FRAMEWORK

1. **WEEK ONE:**
Chapter One (1). Chapter Two (2), pages 60-61, numbers 1, 2, 4, 6, 8. Hand in for next session. Review Handouts. Discuss Individual Paper. Begin discussion on Chapter Two and Chapter Three.

2. **WEEK TWO:**
Chapter Two (2) and Chapter Three (3). Courts and Legislatures. A discussion of the State and Federal Courts along with an in-depth analysis of their differences. Pre-Trial Motions and Trial analysis. Also, Post-Trial remedies. Assign Group Projects and Group Members and dates for presentation of group project(s). Hand in Chapter Four page 126, numbers 1 – 5. Hand in next session.

3. **WEEK THREE:**
Introduction to Chapter Four (4) Arbitration. Read Chapter six (6), only pages 168 – 180, Chapter problems, page 180 – 181, numbers 6, 7, & 9. Hand in next session.

4. **WEEK FOUR:**
Chapter Six (6) and then Chapter Ten (10), Torts, Do problems, page 275-276, numbers 10-14. Hand in next session. Identify topic for your Individual Research Paper and communicate topic to Mr. Hartigan for his approval. Selected topic essay assigned today - Punitive Damages – in class writing on Punitive Damages. Do Chapter Fourteen (14) problems, page 384, numbers 1,2,7,8,9. Hand in next session.

5. **WEEK FIVE:**
Chapter Fourteen – Employer/Employee Relations. Turn in short essay on Punitive Damages. 2 to 3 pages – your opinion only on issue.

6. **WEEK SIX:**
Prepare for group presentations next week. Use demonstrative evidence in group project. Group paper accompanying it is due (2 to 3 pages) - to be given to class to follow. Also, pass out illustrations/ handouts to class members or Power Point. Assign Chapter problems, page 421-422, numbers 3,4,6,7,8,9,10. Hand in next session.

7. **WEEK SEVEN:**

8. **WEEK EIGHT:**
Finish Group Projects if not completed by each group –Review Chapter 16; Discuss Mock Trial and assign people into Trial groups. Discuss important employer-employee Statutes and handouts.

9. **WEEK NINE:**

10. **WEEK TEN:**

11. **WEEK ELEVEN:**
Final assignment due – research paper (no penalty if submitted today).
Russell Hartigan is a graduate of DePaul University, BSC Commerce 1970. He attended DePaul MBA Program 1970-1971 at DePaul University. He also attended John Marshall Law School and graduated in 1975. He taught at Morton Junior College and has been a lecturer at DePaul University for eighteen (18) years. He also teaches and is on the staff at Northwestern University and teaches Trial Advocacy at the John Marshall Law School.

Mr. Hartigan has worked on contracts and litigation cases while a practicing attorney. He has also served as a Corporation Counsel and defense attorney for several corporation and large suburban municipalities, including the City of Evanston, City of Berwyn, and the IRMA Risk Pool. He was a private Arbitrator/Mediator and also an Arbitrator for the American Arbitration Association. Mr. Hartigan was also certified to practice in the Federal District Court and had tried over sixty (60) jury trials in State and Federal court in the Chicagoland area. He has lectured on trial topics at Bar Associations, other leading universities, and has taught traditional Business Law and law related courses for over twenty five (25) years. He has written legal articles on a variety of Civil law topics. He is a frequent lecturer on Civil discovery topics, jury selection, cross-examination. He is the 2nd Vice-President of the Illinois State Bar Association and past President of the West Suburban Bar Association.

Russell was appointed in October 2010 by Chief Judge Thomas Fitzgerald to the Circuit Court of Cook County and is assigned to the Jury Civil Call at the 5th Municipal District – Bridgeview. In November 2012, he was elected Countywide to a six year term as a Circuit Court Judge. He currently hears civil jury trial and contract matters.
See additional information pertaining to the grade designations for undergraduate grades. See Pass/Fail Grading Options.

This course includes and adheres to the college and university policies described in the links below:

- Academic Integrity Policy
- Incomplete Policy
- Course Withdrawal Timelines and Grade/Fee Consequences
- Accommodations Based on the Impact of a Disability
- Protection of Human Research Participants

**Course Resources**

- University Center for Writing-based Learning
- SNL Writing Guide
- Dean of Students Office