



Georgetown University
School of Continuing Studies

Global Labor and Employment Law
MPHR-800

Professor Kevin M. Kraham

Syllabus, Spring 2010

Email: kmk94@georgetown.edu
Telephone: (202) 423-2404
Office Hours: By appointment

Course Overview

Students will examine the development of labor and employment law from the early common law to the existing framework. Students will analyze judicial and administrative application and interpretation of existing global statutes and other regulatory frameworks. Additionally, students will explore topics in global labor and employment laws such as family leave, equal pay, wrongful discharge, undocumented workers, workplace privacy, safety, and discrimination, and other current developments.

Course Learning Objectives

At the end of this course, students will be able to:

- Critically analyze developments in global labor and employment law;
- Communicate their analyses effectively both orally and in writing; and
- Apply their critical analyses of global labor and employment law to make effective strategic decisions in business.

Attendance

Students are expected to attend all class meetings. I understand that, from time to time, family, personal, and/or work emergencies may arise. In those circumstances, please contact me immediately by email. Any student who misses more than two classes is subject to withdrawal from the course by Dean Metzler and a final grade of "F" in the course.

Grade Determination

Your final grade in the course will be determined as follows: two 2,500-word papers, 10%; mid-term examination, 40%; and final examination, 50%. Grades will not be changed unless it is demonstrated that a clerical or computational error occurred.

Final grades will be assigned as follows:

A

95 - 100%

Clearly stands out as excellent work. An “A” grade work could be used as a model for other students to emulate. Shows excellent grasp of subject matter and conceptual integration. The presentation shows excellent in-depth analytical thinking and an elegantly innovative application. It is very well written and organized. Additional input is provided, relevant to the subject, from outside sources or personal experience.

A-

90 - 94%

Represents high quality performance. Shows excellent grasp of subject matter and conceptual integration. Shows a high level of thinking, analysis and application. It is very well written and organized. Additional input is provided, relevant to the subject, from outside sources or personal experience.

B+

87 - 89%

Represents very good work. Shows thorough grasp of subject matter and effective application. Shows good thinking and analysis. It is well written and organized. Additional input is provided, relevant to the subject, from outside sources or personal experience.

B

83 - 86 %

Represents satisfactory work. Shows adequate level of thinking and analysis. Standard of presentation, organization and appropriateness of application is adequate. Some level of additional input is provided.

B-

82 - 80 %

Work is below graduate level expectations, marginally passing. Presentation is rather general, superficial, or incomplete and not very well written. Indicates minimal level of individual thought or effort with inadequate attempts at application.

C

70 - 79%

Work is clearly unsatisfactory. It is poorly written and presented, shows poor analysis, misses important elements, and lacks any noticeable attempts at application.

F**69% and below**

Fails to meet minimum acceptable standards.

Syllabus

This syllabus is subject to modification. Each week listed below includes assigned reading, subject to modification as class needs arise.

Required Text

BLANPAIN, BISOM-RAPP, CORBETT, JOSEPHS, ZIMMER, THE GLOBAL WORKPLACE: INTERNATIONAL AND COMPARATIVE EMPLOYMENT LAW (1st ed. 2007) (“GW”)

Supplemental assignments may also include selected commentary, which may be distributed from time to time. Although not required reading, STRUNK & WHITE, THE ELEMENTS OF STYLE (4th ed. 1999) will inform your writing in every course.

Note

Complete assignments prior to – not during – class.

Week	Topic	Assignment
1	Introduction to Global Labor and Employment Law	GW: Chapter 1
2	The ILO and ILO Standards	GW: Chapter 2
3	The United States	GW: Chapter 3 2,500-word paper
4	Canada	GW: Chapter 4
5	Mexico	GW: Chapter 5
6	NAFTA	GW: Chapter 6 2,500-word paper
7	The European Union	GW: Chapter 7
8	The United Kingdom	GW: Chapter 8
9	India	GW: Chapter 13
10	MIDTERM EXAM	
11	Germany	GW: Chapter 9
12	France	GW: Chapter 10
13	China	GW: Chapter 11
14	Japan	GW: Chapter 12
15	International Labor Standards, U.S. Courts, and Global Codes of Conduct	GW: Chapter 14
FINAL EXAM		

Student Policies & Academic Integrity

You are required to read and comply with the policies set forth in the Student Handbook, available at

http://www12.georgetown.edu/scs/mps/mps_student_handbook.cfm#_Toc206922375, including the University's Honor System.

- The Honor Pledge

In pursuit of the high ideals and rigorous standards of academic life I commit myself to respect and to uphold the Georgetown University honor system;

To live out a commitment to integrity in all my words and actions;

To be honest in every academic endeavor;

And to conduct myself honorably, as a responsible member of the Georgetown community as we live and work together.

To live out the ideals of Georgetown University I commit myself to be a person for others in my daily life, respectful of difference and disagreement;

To care for this venerable campus and all of those with whom I share it;

And to fulfill in all ways the trust placed in me to carry on the Georgetown tradition.

- Turnitin

By taking this course, you understand and agree that your written work product is subject to submission to Turnitin. Information about Turnitin is available at <http://www.turnitin.com/static/company.html>.

Students With Disabilities

Georgetown does not discriminate or deny access to an otherwise qualified disabled student on the basis of disability, and students with disabilities may be eligible for reasonable accommodations and/or special services in accordance with the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990. However, students are responsible for communicating their special needs to the Academic Resource Center ("ARC"). The University is not responsible for making special accommodations for students who have not requested an accommodation and adequately demonstrated their disabilities. In addition, the University need not modify course or degree requirements considered to be an essential requirement of the program of instruction. All students with disabilities are encouraged to contact the ARC (Leavey Center, Suite 335; (202) 687-8354; arc@georgetown.edu) early in their academic careers at Georgetown for guidance and information regarding possible accommodations. A list of accommodations can be found at <http://ldss.georgetown.edu/services.cfm>