Employment Law

The book for this course is Willborn, et al., *Employment Law: Cases and Materials* (Carolina Academic Press 7th edition). All other materials for the course are available on Canvas.

Here is the reading for the first week.

**January 18.** Topic: Defining Employer and Employee. **Read** Casebook, Chapter 2. Optional Q & A session after class.

As you read for this week, consider the following questions:

What are the various tests for determining whether someone is an employee? What are the factors of each test? How do they operate? As you explore various tests, consider why and how the tests differ from one another.

Have you ever worked as an independent contractor? Why do some companies want to have workers classified as independent contractors? Should a worker want to be an independent contractor or an employee? Are current definitions of employee sufficient to account for most individual’s work status? Who is in the best position to define employment relationships? The government? Employers? The market? Should the concept of employee be defined by a rule or standard?

**January 20.** No new assigned reading. Continue discussion from last class.