

Midstate College  
411 West Northmoor Road  
Peoria, Illinois 61614  
(309) 692.4092 800.251.4299  
Winter Term 2018

**Course Number and Name:** LSJ 331.001 Worker's Rights and Human Rights

**Credit Hours:** 4 Quarter Credit Hours

**Method of Delivery:** eLearning

**Course Description:** This course analyzes fundamental labor laws including workman's compensation, unemployment compensation, and the National Labor Relations Act and also provides discussions of worker influence on company/factory decision making.

**Prerequisites:** LSJ 110 Introduction to Social Justice or Permission from Department Director.

**Texts:** The Social Organization of Work  
Authors: Hodson, R. & Sullivan, T.  
ISBN: 9781111300951  
Publisher: Wadsworth (2012)

Jornaleros: Being a Day Laborer in the USA  
Author: Ordonez, J.T.  
ISBN: 9780520277861  
Publisher: University of California Press

**Other Readings:** Other readings as assigned and available on the Open LMS

**Materials needed for this course:** The minimum system requirements to complete an eLearning course at Midstate College

**Topics:** The following topics will be covered in this course:

1. The relationships between work organization, worker's rights and human rights
2. Contemporary theories of work organization, rationality and bureaucracy
3. The transition of worker's rights and human rights from traditional to modern society

**Objectives:** Upon successful completion of this course, the student will be able to:

1. Apply the objectives and theories of the sociological analysis of work
2. Demonstrate understanding and knowledge of the historical development of modern forms of work and U.S. labor history and the impact on worker's rights and human rights
3. Understand and apply a sociological perspective to everyday work in both service and professional occupations
4. Develop analytical and critical thinking abilities in exploring ideas, organizational structures, and current events within the sociology of work frameworks and perspectives
5. Identify and discuss contemporary developments and critiques in the sociology of work from the standpoint of worker's rights and human rights

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**Midstate College Grading Scale:** 100 - 90 = A  
89 - 80 = B  
79 - 70 = C  
69 - 60 = D  
59 - 00 = F

\*All students must have a 70% or better to pass this course.

### **Academic Integrity:**

Academic integrity is a basic principle of the College's function. Midstate College students are expected to maintain a high level of academic honesty. Contrary actions may result in penalties such as failure of the assignment(s), a lesser grade on assignment(s), failure of the course and/or suspension from the College. The course instructor will review all submitted documents and supporting evidence in connection to the infraction. The course instructor will also review the student's personal file for other notifications of academic dishonesty before determining the level of action to be applied. The course instructor will complete the Academic Dishonesty Report form to document and describe the incident and actions taken, then kept on file. The student may appeal the decision to administration, whose decision will be final.

The following (**plagiarism, cheating, deception, sabotage, computer misuse and copyright infringement**) are included in the actions Midstate College considers behavior contrary to the academic integrity policy; however, the policy is not limited to these examples. Further discussion of consequences regarding academic dishonesty are addressed in the Student Handbook.

### **Plagiarism:**

Plagiarism is using another person's words, either by paraphrase or direct quotation, without giving credit to the author(s). Plagiarism can also consist of cutting and pasting material from electronic sources by submitting all or a portion of work for assignment credit. This includes papers, computer programs, music, sculptures, paintings, photographs, etc. authored by another person without explicitly citing the original source(s). These actions violate the trust and honesty expected in academic work. Plagiarism is strictly against the academic policy of Midstate College. Its seriousness requires a measured, forceful response which includes consequences for inappropriate and/or no citation.

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In courses containing writing assignments, the College promotes the use of Turnitin which compares the student's writing against previously submitted papers, journals, periodicals, books, and web pages. Students and instructors can use this service to reduce the incidence of plagiarism. This electronic resource has been found to conform to legal requirements for fair use and student confidentiality. It is able to provide a report to the student indicating the parts of the assignment that match.

**Student Success and Tutoring:**

Contact Student Success: Room 110; (309) 692-4092, ext. 1100; studentsuccess@midstate.edu;

The Office of Student Success offers help in the following areas:

- Tutoring: Tutoring is encouraged for students who are doing their best to complete assignments yet still are experiencing difficulty in this course. Tutoring may be provided by the instructor outside of scheduled class times or through the office of Student Success.
- Writing assignment assistance: This may include learning how to conduct research; using proofreading tools such as Turnitin; outlining a topic; and applying MLA/APA standards.
- Math, accounting, and computer skills (including file management).
- Test-taking techniques.
- Note-taking skills development.
- Study skills development.
- Time management.

**Assessment Portfolio Reminder:** Students (depending on your program major) may be required to prepare an assessment portfolio for graduation. Keep a copy of this syllabus in the portfolio. Use the "Evidence for Success" list from your program portfolio (or consult your Program Director) and instructions from the instructor to determine the assignment(s) that should be placed in the assessment portfolio.

**Instructor:** Scott Michalec, Adjunct Associate Professor, Legal Studies  
Assistant Attorney General  
Email: [smichalec@midstate.edu](mailto:smichalec@midstate.edu)

\*Office Hours (in classroom): 45 minutes before class, after class as needed, and by appointment.

**Assistant Instructor:** Mark Wiltse, Legal Studies Director

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Email: [mwiltse@midstate.edu](mailto:mwiltse@midstate.edu)

Legal Studies Department  
Office: 219  
Phone: (309) 692-4092, Extension 2190  
Fax: (309) 692-3893

**Participation Requirements:** You are required to participate in the group discussion forum *substantively at least two times* each week. Discussions will take place in the online discussion forum as assigned by the faculty member in the course syllabus. You will read, analyze, and respond to questions and comments from the instructor and fellow students. When applicable, include page numbers from assigned readings or other sources to cite supporting documentation. All posts should advance the discussion and deepen academic inquiry. **PLEASE NOTE:** Substantive participation requires original thought and application to the threads and student posts. Participation in the “General Discussion” thread each week – which generally is a place for students and the instructor to ‘chat,’ not engage in class material – **does not** count toward substantive participation. Congratulatory, “I agree,” and/or praising sentences – while encouraged – do not count toward substantive participation either. **IF YOU FAIL TO POST TWICE PER WEEK, INCLUDING A RESPONSE TO THE POST OF A FELLOW STUDENT, THEN YOU WILL RECEIVE A ZERO FOR THAT ELEMENT OF THE RUBRIC.**

**Methods of evaluating student performance:** Please see “Instructor Final Grade Determination” below for more information.

**Attendance Policy:** eLearning students must login and participate at least once a week to be counted present for the week (participation is strongly recommended and essential for passing this course). You **must post** a gradable assignment each week to be counted as “Present” for the week.

**Late Policy:** All work must be submitted on time (by the assignment due date). Late work will not be accepted **unless** arrangements have been made with the instructor (arrangements must be made **prior to** the assignment due date). Approval for accepting late work is at the discretion of the instructor and will **only** be granted for extenuating circumstances. If late work is accepted, late penalties will apply at the discretion of the instructor.

**Examination Information:** There will be 2 examinations administered in this class.

1. **Midterm Examination** - will consist of 100 points and it will cover the chapters as indicated in the Course Outline. It will be available **Monday, December 17, 2018 at 12:00 PM** and it is due by **Monday, January 7, 2019 at 8:00 AM.**

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2. **Final Examination** - will consist of 100 points and it will cover the chapters as indicated in the Course Outline. It will be available **Monday, February 11 at 12:00 PM** and it is due by **Monday, February 18th at 8:00 AM**.

**Instructors Grading Scale:** The following assignments and activities are outlined in a week-by-week format. All assignments (unless specified otherwise) are due by the date identified by the instructor and they need to be posted to the location specified by the faculty member in the syllabus. The following schedule indicates the days of the week to be followed in this module.

Day 1	Monday
Day 2	Tuesday
Day 3	Wednesday
Day 4	Thursday
Day 5	Friday
Day 6	Saturday
Day 7	Sunday

**Instructor Final Grade Determination:** Your final grade in this course will be based on **740** points: Each week we are covering the textbook there will be an online quiz to take on the Open LMS to reinforce that week's lecture and material. Each quiz will be made available on Monday at 12:00 noon of that week and will remain available until the following Monday until 8:00 a.m. This gives students one full week to complete the materials. For quiz availability dates, see dates in the Course Outline below. Each quiz will be worth 20 points. Students will be required to complete a Job Portfolio assignment each week, addressing specific questions and discussion points as assigned. Students will write a Book Review of our special reading, *Jornaleros: Being a Day Laborer in the USA*, due during Finals Week. Guidelines and details for all writing assignments will be posted on the Open LMS as they become due. Additionally, students will be expected to participate in group discussions having demonstrated they have read the material assigned. Points will be deducted at my discretion if a student does not demonstrate knowledge of the assigned material and/or does not contribute during group discussions. We will be engaging in group discussions over our textbook material, special readings, and any documentaries that we view throughout the term. Additionally, there will be a midterm and final exam, both which will be administered online and will include essay, multiple choice, and true/false questions. Grading points are as follows:

1. Midterm exam 100 points
2. Final exam 100 points
3. Book review 100 points
4. Job Portfolio 200 points (20 points each x 10 entries)
5. Quizzes 140 points (20 points each x 7 quizzes)
6. Group participation 100 points

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7. TOTAL POINTS **740 points**

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**Course Policies and Procedures:**

1. e-Learning Sessions: In accordance with Midstate College policies, class material will be made available on Monday at 12:00 p.m. of that week (see dates in the Course Outline below) and will remain available until the following Monday until 8:00 a.m. You will be required to participate in the group discussion forum at least **two times** on or before each week. This allows students one week to access the lecture and related material for that week's session and participate in the **mandatory** discussion and summary boards.
2. This course is focused on a student-centered approach that emphasizes focused reading and group discussion.
3. Job Portfolio: The job portfolio is a career exploration device in which students can apply to their own lives what they are learning in class. These assignments will supplement the textbook and special readings, group discussions, and online lectures to further your understanding and application of worker's rights and human rights as interpreted through a sociological framework. The Job Portfolio assignments will be turned in weekly online via Turnitin links on Open LMS. Late submissions will not be accepted and will get a **zero (see Late Assignment policy)**. Job Portfolio topics and discussion points will be assigned weekly. (NOTE: While this is not a composition course, I will be counting off for grammar and spelling errors, run-on sentences, and other writing errors. I expect good quality assignments!)
4. All work must be completed by **Monday, February 18, 2019 at 8:00 AM**.
5. Academic dishonesty (cheating / plagiarism) in any form **will not be tolerated** in this course and may result in the dismissal/suspension from the course/program/college. Do your own work!! Not knowing the rules of plagiarism is not a valid defense. Check with me if you are not clear on what constitutes plagiarism.
6. This is a tentative syllabus and outline and is subject to change at the discretion of the instructor. Students will receive timely notice of all such changes via announcements made online in Open LMS and via email.

Worker's Rights and Human Rights LSJ 331.001  
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**Course Outline**

This outline is a guideline that may change as necessary as the quarter/term progresses. However, exams WILL BE on the given dates and will include questions on all information covered to that point.

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To see specific dates for each week (including dates of on campus classes), please see (in the Open LMS) the “2018 Winter Tuesday Night Flex Academic Calendar” posted in the “Introduction” section of our course.

**Week 1:**

1. Pretest
2. Syllabus Review/Course Goals
3. Chapter 1. The Evolution of Work
4. Journal article: Special reading
5. **Job Portfolio #1 due**
6. *Quiz 1 available Online day 2 of week 1 (at 12:00 PM) through day 1 of week 2 (at 8:00 AM)*

Topics Covered in Week 1:

1. The relationships between work organization, worker’s rights and human rights
2. Contemporary theories of work organization, rationality and bureaucracy
3. The transition of worker’s rights and human rights from traditional to modern society

Objectives Covered in Week 1:

1. Demonstrate understanding and knowledge of the historical development of modern forms of work and U.S. labor history and the impact on worker’s rights and human rights
2. Understand and apply a sociological perspective to everyday work in both service and professional occupations

**Week 2:**

1. Chapter 2. Studying the World of Work.
2. Journal article: Special Reading
3. Documentary
4. **Job Portfolio #2 Due**
5. *Quiz 2 available Online day 2 of week 2 (at 12:00 PM) through day 1 of week 3 (at 8:00 AM)*

Topics Covered in Week 2:

1. Contemporary theories of work organization, rationality and bureaucracy
2. The transition of worker’s rights and human rights from traditional to modern society

Objectives Covered in Week 2:

1. Apply the objectives and theories of the sociological analysis of work
2. Demonstrate understanding and knowledge of the historical development of modern forms of work and U.S. labor history and the impact on worker’s rights and human rights
3. Understand and apply a sociological perspective to everyday work in both service and professional occupations

**Week 3:**

1. Chapter 4. Class, Race, and Gender
2. Chapter 5. Work and Family
3. **Job Portfolio #3 Due**
4. *Quiz 3 available Online day 1 of week 3 (at 12:00 PM) through day 1 of week 4 (at 8:00 AM)*

Topics Covered in Week 3:

1. The relationships between work organization, worker's rights and human rights
2. Contemporary theories of work organization, rationality and bureaucracy
3. The transition of worker's rights and human rights from traditional to modern society

Objectives Covered in Week 3:

1. Understand and apply a sociological perspective to everyday work in both service and professional occupations
2. Develop analytical and critical thinking abilities in exploring ideas, organizational structures, and current events within the sociology of work frameworks and perspectives
3. Identify and discuss contemporary developments and critiques in the sociology of work from the standpoint of worker's rights and human rights

**Week 4:**

1. Chapter 6. Collective Responses to Work
2. Journal article: Special Reading
3. **Job Portfolio #4 Due**
4. *Quiz 4 available day 1 of week 4 (at 12:00 PM) through day 1 of week 5 (at 8:00 AM)*

Topics Covered in Week 4:

1. The relationships between work organization, worker's rights and human rights
2. The transition of worker's rights and human rights from traditional to modern society

Objectives Covered in Week 4:

1. Demonstrate understanding and knowledge of the historical development of modern forms of work and U.S. labor history and the impact on worker's rights and human rights
2. Develop analytical and critical thinking abilities in exploring ideas, organizational structures, and current events within the sociology of work frameworks and perspectives
3. Apply the objectives and theories of the sociological analysis of work

**Week 5:**

1. Chapter 7. Technology and Organization
2. Chapter 8. From Field, Mine and Factory
3. **Job Portfolio #5 Due**

4. *Quiz 5 available day 1 of week 5 (at 12:00 PM) through day 1 of week 6 (at 8:00 AM)*

Topics Covered in Week 5:

1. Contemporary theories of work organization, rationality and bureaucracy
2. The transition of worker's rights and human rights from traditional to modern society

Objectives Covered in Week 5:

1. Apply the objectives and theories of the sociological analysis of work
2. Demonstrate understanding and knowledge of the historical development of modern forms of work and U.S. labor history and the impact on worker's rights and human rights
3. Develop analytical and critical thinking abilities in exploring ideas, organizational structures, and current events within the sociology of work frameworks and perspectives

**Week 6:**

1. Midterm Examination (100 Points), Chapters 1, 2, 4, 5, 6, 7 and 8
2. *Exam available day 1 of week 6 (at 12:00 PM) through day 1 of week 7 (at 8:00 AM)*

Topics Covered in Week 6:

1. The relationships between work organization, worker's rights and human rights
2. Contemporary theories of work organization, rationality and bureaucracy
3. The transition of worker's rights and human rights from traditional to modern society

Objectives Covered in Week 6:

1. Apply the objectives and theories of the sociological analysis of work
2. Demonstrate understanding and knowledge of the historical development of modern forms of work and U.S. labor history and the impact on worker's rights and human rights
3. Understand and apply a sociological perspective to everyday work in both service and professional occupations
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**Week 7:**

1. Chapter 10. Services
2. Chapter 14. Marginal Jobs
3. **Job Portfolio #6 Due**
2. *Quiz 6 Available day 1 of week 7 (at 12:00 PM) through day 1 of week 8 (at 8:00 AM)*

Topics Covered in Week 7:

1. The relationships between work organization, worker's rights and human rights
2. The transition of worker's rights and human rights from traditional to modern society

Objectives Covered in Week 7:

1. Demonstrate understanding and knowledge of the historical development of modern forms of work and U.S. labor history and the impact on worker's rights and human rights
2. Understand and apply a sociological perspective to everyday work in both service and professional occupations
3. Identify and discuss contemporary developments and critiques in the sociology of work from the standpoint of worker's rights and human rights

**Week 8:**

1. Chapter 15. The World of the Large Corporation
2. Documentary
3. **Job Portfolio #7 Due**
4. *Quiz 7 available day 1 of week 8 (at 12:00 PM) through day 1 of week 9 (at 8:00 AM)*

Topics Covered in Week 8:

1. Contemporary theories of work organization, rationality and bureaucracy
2. The transition of worker's rights and human rights from traditional to modern society

Objectives Covered in Week 8:

1. Apply the objectives and theories of the sociological analysis of work
2. Demonstrate understanding and knowledge of the historical development of modern forms of work and U.S. labor history and the impact on worker's rights and human rights
3. Understand and apply a sociological perspective to everyday work in both service and professional occupations

**Week 9:**

1. Jornaleros: Chapters 1 thru 3
2. **Job Portfolio #8 Due**

Topics Covered in Week 9:

1. The relationships between work organization, worker's rights and human rights
2. Contemporary theories of work organization, rationality and bureaucracy
3. The transition of worker's rights and human rights from traditional to modern society

Objectives Covered in Week 9:

1. Apply the objectives and theories of the sociological analysis of work
2. Demonstrate understanding and knowledge of the historical development of modern forms of work and U.S. labor history and the impact on worker's rights and human rights
3. Understand and apply a sociological perspective to everyday work in both service and professional occupations

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4. Develop analytical and critical thinking abilities in exploring ideas, organizational structures, and current events within the sociology of work frameworks and perspectives

**Week 10:**

1. Jornaleros: Chapters 4 & 5
2. **Job Portfolio #9 Due**

Topics Covered in Week 10:

1. The transition of worker's rights and human rights from traditional to modern society
2. Contemporary theories of work organization, rationality and bureaucracy

Objectives Covered in Week 10:

1. Develop analytical and critical thinking abilities in exploring ideas, organizational structures, and current events within the sociology of work frameworks and perspectives
2. Identify and discuss contemporary developments and critiques in the sociology of work from the standpoint of worker's rights and human rights

**Week 11:**

1. Jornaleros: Chapters 6 & 7
2. **Job Portfolio #10 Due**

Topics Covered in Week 11:

1. The relationships between work organization, worker's rights and human rights
2. Contemporary theories of work organization, rationality and bureaucracy
3. The transition of worker's rights and human rights from traditional to modern society

Objectives Covered in Week 11:

1. Apply the objectives and theories of the sociological analysis of work
2. Demonstrate understanding and knowledge of the historical development of modern forms of work and U.S. labor history and the impact on worker's rights and human rights
3. Understand and apply a sociological perspective to everyday work in both service and professional occupations
4. Develop analytical and critical thinking abilities in exploring ideas, organizational structures, and current events within the sociology of work frameworks and perspectives
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**Week 12:**

1. Final Examination (100 points), Chapters 10, 14, 15 and Jornaleros
2. **Book Review due**
3. *Final Exam available day 1 of week 12 (at 12:00 PM) through day 5 of week 12 (at 8:00 AM).*

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Topics Covered in Week 12:

1. The relationships between work organization, worker's rights and human rights
2. Contemporary theories of work organization, rationality and bureaucracy
3. The transition of worker's rights and human rights from traditional to modern society

Objectives Covered in Week 12:

1. Apply the objectives and theories of the sociological analysis of work
2. Demonstrate understanding and knowledge of the historical development of modern forms of work and U.S. labor history and the impact on worker's rights and human rights
3. Understand and apply a sociological perspective to everyday work in both service and professional occupations
4. Develop analytical and critical thinking abilities in exploring ideas, organizational structures, and current events within the sociology of work frameworks and perspectives
5. Identify and discuss contemporary developments and critiques in the sociology of work from the standpoint of worker's rights and human rights