



Leaving a Job

Course Description

This course looks at many issues relevant to the process of transitioning between jobs including notice, termination, compensation, benefits, and references. The course discusses how and why people leave jobs, resignation rules, and cases in which resignation can lead to contractual liability. It also focuses on the responsibilities of an employee who leaves a job, post-employment compensation and benefits, and rules regarding termination.

Course Learning Outcomes

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

- Identify cases in which resignation can lead to contractual liability
- Describe the “constructive discharge rule”
- Analyze the responsibilities of an employee who leaves a job
- Determine what post-employment compensation and/or benefits discharged employees may be entitled to
- Discuss best practices for job resignation

Final Exam

Grades and credit recommendations are based solely on a final exam. When students are ready to take the final exam, they should register for a LawShelf account (or simply log in, for those with existing accounts). Go to the video-course page and click “Take the Final Exam” and pay the exam fee, where applicable. Students will be given instructions on how to take the exam. All exams are proctored by the Voice Proctor® proctoring system. An overview of the system is [provided here](#) and it requires no training or learning curve. Grades of 70% or above are considered passing grades and qualify for recommended transfer credit.

The final exam is based on the video course modules. Additional resources detailed in this syllabus are helpful for background and for building greater understanding of the course materials. Inquiries can be made through the LawShelf Contact form on our website by clicking the “email us” button that appears at the bottom of most LawShelf pages. Transcripts can be ordered via Parchment, as detailed on our website.

Case Studies

Many LawShelf video courses include case studies. These do not necessarily teach new material but are meant to demonstrate how the materials covered in the course are applied by various courts. Concepts covered in the case studies are covered on the final exam, so make sure to watch the case studies before taking the exam. However, it is unnecessary to memorize the facts and details of the cases covered in these case studies.

Self-Quizzes

Video-course modules and case studies feature self-quizzes that consist of practice questions on the materials covered in the videos. These questions are presented for the benefit of the student and are **important to review before taking the final exam** because they are similar in style and substance to the questions on the final exam. These quizzes are not graded or monitored and there is no record of how students answer these questions. Students may answer these questions as many times as they like and are encouraged to keep re-taking the quizzes until they have mastered all the questions.

Study Guide

Introductory Videos

These videos provide background to help students better understand the main parts of the course, which are the video-course modules below.

Employment Law: Employee vs. Independent Contractor

<https://lawshelf.com/shortvideoscontentview/employment-law-employee-vs-independent-contractor/>

Employer Retaliation Against Employee

<https://lawshelf.com/shortvideoscontentview/employer-retaliation-against-employee/>

Can you be fired for expressing your political views? James Damore's case against Google.

<https://lawshelf.com/blogentryview/can-you-be-fired-for-expressing-your-political-views-james-damores-case-against-google>

Courseware Readings

These courseware readings provide background to help students better understand the main parts of the course, which are the video-course modules below.

Dept. of Labor “Termination” Resources

<https://www.dol.gov/general/topic/termination>

Employer-Provided Leave and the Americans with Disabilities Act,
U.S. Equal Employment Opportunity Commission

<https://www.eeoc.gov/laws/guidance/employer-provided-leave-and-americans-disabilities-act>

Employment Law Guide, U.S. Department of Labor

<https://webapps.dol.gov/elaws/elg/fmla.htm>

Video Course Modules

These videos constitute the main part of the course and are they sources of the questions on the final exam.

Leaving a Job Course Overview Video

<https://lawshelf.com/videocoursescontentview/leaving-a-job>

Employers and the Workplace and Employee’s Rights and Responsibilities When Leaving a Job - Module 1 of 5

<https://lawshelf.com/videocoursesmoduleview/employers-and-the-workplace-and-employees-rights-and-responsibilities-when-leaving-a-job--module-1-of-5>

Post-Employment Compensation - Module 2 of 5

<https://lawshelf.com/videocoursesmoduleview/post-employment-compensation--module-2-of-5/>

Post-Employment Benefits - Module 3 of 5

<https://lawshelf.com/videocoursesmoduleview/post-employment-benefits--module-3-of-5/>

Involuntary Termination - Module 4 of 5

<https://lawshelf.com/videocoursesmoduleview/involuntary-termination--module-4-of-5/>

Improper Termination - Module 5 of 5

<https://lawshelf.com/videocoursesmoduleview/improper-termination--module-5-of-5/>

Supplemental Suggested Readings

These materials enable students to achieve a deeper understanding of the course materials and in applying the course to real-life situations.

At-Will Employment – Overview, National Conference of State Legislatures
<https://www.ncsl.org/research/labor-and-employment/at-will-employment-overview.aspx>

Two Conflicting Filing Periods for a Constructive Discharge Claim: Which one is Better?
American University Washington College of Law – Labor & Employment Law Forum
<https://digitalcommons.wcl.american.edu/cgi/viewcontent.cgi?article=1084&context=lelb>