EMPLOYMENT LAW (Fall 2012) – Saturday Morning Class

Instructor: James M. Cooney, Esq.
Rutgers University, Labor Studies & Employment Relations Department, SMLR
Course #37:575:315-04 (3 Credits)
Saturday, 9:00 a.m. – 11:55 a.m.
Class Location: Ruth Adams Building, Room 206, Douglass Campus
Tel: 848-932-8560; E-mail: jcooney@work.rutgers.edu
Office Hours: Before & after class or by appointment

Course Description: Overview of employment-at-will and its limitations; wages & hours; medical/family leave; privacy; drug testing; workers’ compensation; and fundamental anti-discrimination law.

Grading Criteria:*
(1) Mid-term Exam (50%)
(2) Final Exam (50%)
(*Grades may also be adjusted based on attendance and in-class contributions)

Course Materials: Course reading materials may be found in the Sakai “Resources” and “Announcements” sections. The Instructor reserves the right to supplement, substitute, and/or modify the listed reading selections.

Class Schedule:

SEPT. 8:   -Course Overview
          -How to Find, Read, and “Brief” Cases
          -Federal & State Court Systems

READINGS:
“Understanding the Federal Courts”
(www.uscourts.gov/FederalCourts.aspx)
“Welcome to the NJ Court System”
(www.judiciary.state.nj.us/process.htm)

SEPT. 15:  -Anatomy of an Employment Lawsuit
           -Remedies
           -Employment at Will & Exceptions

READINGS:
SEPT. 22:  - Constitutional Issues

**READINGS:**
*City of Ontario v. Quon*, U.S. No. 08-1332 (06/17/2010)

SEPT. 29:  - Title VII of the Civil Rights Act of 1964
- Equal Employment Opportunity Commission (“EEOC”)  
- Race & Color Discrimination

**READINGS:**

OCT. 6:  - National Origin Discrimination
- Sex Discrimination and Harassment

**READINGS:**

OCT. 13:  Movie: “North Country”

**NO READINGS**

OCT. 20:  MIDTERM EXAMINATION

OCT. 27:  - Religious Discrimination
- Disability Discrimination

**READINGS:**

NOV. 3:  - Family & Medical Leave (FMLA and NJFLA)

**READINGS:**
*Cruz v. Publix Super Markets, Inc.*, 428 F.3d 1379 (11th Cir. 2005)
NOV. 10:  -Fair Labor Standards Act
          -Drug Testing

**READINGS:**

NOV. 17:  -Workers’ Compensation
          -Non-Compete & Confidentiality Agreements
          -Whistleblower Protection

**READINGS:**
*Guyton, Gregory P. “A Brief History of Workers’ Compensation”*
*Nike, Inc. v. McCarthy*, 379 F.3d 576 (9th Cir. 2004)

NOV. 24:  NO CLASS (University Closed – Thanksgiving Break)

DEC. 1:  -Employment-related Torts
          -Privacy Issues at the Workplace

**READINGS:**

DEC. 8:  FINAL EXAM (not cumulative)

*(Date revised: 07/03/2012)*