EMPLOYMENT LAW

PROFESSOR VIKRANT KISHIN ADVANI
FALL SEMESTER - 2013
COURSE NUMBER: 37:575:315, SECTION NUMBER: 02

COLLEGE AVENUE CAMPUS - FRELINGHUYSEN HALL - ROOM A6
FRIDAYS – 1:10 P.M. TO 4:10 P.M.
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COURSE OBJECTIVES

- To familiarize students with the judicial legal process and reasoning;

- To examine fundamental issues of employment law, including: the employment at-will doctrine and its exceptions; the various rights, duties and responsibilities employees and employers have towards each other and the general public; and employment discrimination on the basis of race, color, sex, national origin, religion, disability and age. Additional issues may, time willing, include worker protections such as the Family Medical Leave Act, the Fair Labor Standards Act, and Worker’s Compensation.

- To provide students with the tools for further study of employment regulation.

COURSE REQUIREMENTS

- This is an introductory undergraduate course in employment law. However, it emphasizes student participation and group discussion. Students will be held responsible for reading and understanding all assigned materials, as well as participating fully in all class discussions. Attendance is a must, and failure to attend class will result in a poor “Class Attendance & Participation” grade.

GRADE CRITERION

Class Attendance and Participation (15%)
In Class Mid-term Exam (40%)
In Class Final Exam (45%)
**COURSE MATERIALS**

- In addition, course-reading materials are only available on Sakai. Please be sure to print them out. The reading selections are mostly cases, but may also consist of self-explanatory handouts, which have been selected by me from several Internet websites.

**CLASS SCHEDULE**

**CLASS 1:**
9/6/13
Course Overview
The U.S. Court System
Anatomy of a case
How to Read Cases

**READINGS**

Handout: *U.S. Court System (Diagram)*
Handout: *New Jersey Court Structure (Diagram)*
Handout: *Supreme Court of New Jersey (Photo)*
Handout: *Current U.S. Supreme Court Justices (2 pages)*
Handout: *How does our Court System Work? (3 pages)*

**CLASS 2:**
9/13/13
Employment at Will, Just Cause & the Contract Exception

**READINGS:**

Pages 20-38 (Read up to § 2.5.4)
Handout: *What is Just Cause? (1 page)*
Handout: *Contracts, generally. (1 page)*

**CLASS 3:**
9/20/13
Employment at Will, Just Cause & the Contract Exception, cont’d
Handout: *Savarese v. Pyrene, 9 N.J. 595 (1952) (18 pages)*

**CLASS 4:**
9/27/13
Employment at Will & the Tort Exception

**READINGS:**

Pages 40-54 (Read from § 2.6.1 to § 2.6.1.5)
Handout: *Pierce v. Ortho, 84 N.J. 58 (1990) (18 pages)*
CLASS 5: Employment at Will & the Tort Exception, cont’d
10/4/13
The Whistleblower Statutory Exception
Legislative Efforts to Erode the At-Will doctrine: Montana

READDNGS:
Pages 40-54 (Read from § 2.6.1 to § 2.6.1.5)
Handout: New Jersey Whistleblower Claims (3 pages)
Pages 66-68 (Read from § 2.7 to 2.7.2)

CLASS 6: Intentional Infliction of Emotional Distress
10/11/13
Intentional Interference with Contractual Relations

READDNGS:
Pages 60-63 (Read from § 2.6.2 to § 2.6.3)
Handout: Intentional Infliction of Emotional Distress (1 page)
Pages 63-66 (Read from § 2.6.3 to § 2.7)
REVIEW FOR MIDTERM

CLASS 7: IN CLASS CLOSED BOOK MIDTERM
10/18/13
(MULTIPLE CHOICE AND SHORT ANSWER)
(40%) OF FINAL GRADE

CLASS 8: The New Jersey Law Against Discrimination
10/25/13
Title VII of the Civil Rights Act of 1964, ADA, ADEA

READDNGS:
McDonnell Douglas Corp. v. Green, 411 U.S. 792 (1973)

CLASS 9: Equal Employment Opportunity Commission (“EEOC”)
11/1/13
The New Jersey Division on Civil Rights (“NJDCR”)
National Origin Discrimination
English only” cases

READDNGS:
Handout: Equal Employment Opportunity Commission & The New
Jersey Division On Civil Rights – Procedures & Filing Issues (2
pages)

CLASS 10: Sex Discrimination and Harassment
11/8/13

READDNGS:
Handout: Sexual Harassment (2 pages)

CLASS 11:
Family Medical Leave Act ("FMLA")
11/15/13
NJ Family Leave Act ("FLA")

READINGS:

Handout: Navigating the Waters of Leaves of Absence Laws (2 pages)
Handout: The Family & Medical Leave Act (3 pages)
Pages 177 - 184 ($§ 5.2.1 to § 5.3$)

CLASS 12:
Fair Labor Standards Act
11/22/13
Rights of Undocumented Workers

READINGS:

Pages 154 - 157 ($§ 5.1.2.2.2 to § 5.1.2.3.1$)
Pages 160 - 166 ($§ 5.1.2.3.3 to § 5.1.2.4.2$)
Handout: Courts continue rejecting Defendants’ Post-Hoffmann
Inquiries into Plaintiff’s Immigration status (2 pages)
Handout: Illegal Immigrants Deserve Protection of American
Labor Law (2 pages)
Handout: Do Undocumented Workers have Rights to Unpaid
Overtime Compensation (3 pages)

CLASS 13:
*CHANGES IN DESIGNATION OF CLASS DAYS.
11/27/13*
FRIDAY CLASSES MEET TODAY (WEDNESDAY
11/27/13).

Unemployment Compensation
Workers Compensation

READINGS:

Pages 215 - 229 ($§ 5.4 to § 5.5$)
Pages 235 - 254 ($§ 6.1 to § 6.2$)
Handout: New Jersey Unemployment Law (4 pages)

THANKSGIVING RECESS: 11/28/13 THROUGH 12/2/13

CLASS 14:
Occupational Safety & Health Act
12/6/13
REVIEW FOR FINAL

READINGS:
CLASS 15: *T.B.D. NOTHING ASSIGNED FOR THIS CLASS YET. 12/13/13*

FINAL EXAM:
12/19/13
8:00 A.M. – 11:00 A.M.
IN CLASS CLOSED BOOK FINAL
(MULTIPLE CHOICE AND SHORT ANSWER)
(45%) OF FINAL GRADE