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%)  
(*Credit is also earned for attendance and in-class contributions. Please note that excessive unexcused absences will lower your grade. Unexcused absences in excess of 3 classes may result in a failing grade.)

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

Academic Integrity: The conduct of all students is governed by the Rutgers University Academic Integrity Policy:  

Laptop/Recording Policy: Students are permitted to bring and use laptop computers in class, for taking notes and viewing class readings. However, please do not engage in laptop-related activities that may distract other students. Students are not permitted to record, videotape, or photograph any classroom lecture or activity, absent prior express consent and authorization by the Instructor.
Class Schedule:

JAN. 23:  
- Course Overview

NO READINGS

JAN. 30:  
- Federal & State Court Systems
- Anatomy of an Employment Lawsuit
- Remedies

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

FEB. 6:  
- Employment at Will & Exceptions

READINGS:

FEB. 13:  
- Constitutional Issues

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

FEB. 20:  
- Title VII of the Civil Rights Act of 1964
- Equal Employment Opportunity Commission (“EEOC”) 
- Race & Color Discrimination

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

FEB. 27:  
- Sex Discrimination and Harassment

READINGS:

MARCH 6:  
MID-TERM EXAMINATION
MARCH 13:  -Polygraphs & Psychological Testing
            -Workers’ Compensation

            **READINGS:**
            Polkey v. Transtecs Corp., 404 F.3\textsuperscript{rd} 1264 (11\textsuperscript{th} Cir. 2005)
            Karraker v. Rent Center Inc., No. 04-2881 (7\textsuperscript{th} Cir. 2005)
            Guyton, Gregory P. “A Brief History of Workers’ Compensation”

MARCH 20:  NO CLASS (Spring Break)

MARCH 27:  Movie: “North Country”

**NO READINGS**

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

            **READINGS:**
            Cruz v. Publix Super Markets, Inc., 428 F.3d 1379 (11\textsuperscript{th} Cir. 2005)

APRIL 10:  -Fair Labor Standards Act
            -Drug Testing

            **READINGS:**

APRIL 17:  -Non-Compete & Confidentiality Agreements
            -Whistleblower Protection
            -Employment-related Torts

            **READINGS:**
            Nike, Inc. v. McCarthy, 379 F.3d 576 (9\textsuperscript{th} Cir. 2004)

APRIL 24:  -Privacy Issues at the Workplace

            **READINGS:**

MAY 1:  FINAL EXAM (not cumulative)

(Date revised: 01/14/2014)