RUTGERS

Labor Studies and Employment Relations Department
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EMPLOYMENT LAW
Course No. 37-575-315-04

SYLLABUS

SPRING 2014

Professor Brian J. Manetta, Esq.
Tel. 732-636-0040
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Course Location: Lucy Stone Hall, Room B-269
Office Hours: Before or after class or by appointment

COURSE DESCRIPTION: This course will provide an overview of the laws governing the employment relationship. The course will cover major issues in employment law, including but not limited to the employment at will doctrine, employee privacy, employment discrimination and employment torts, as well as statutory and common law protection for working men and women. Students will analyze and synthesize information and ideas from multiple sources to generate new insights.

GRADING AND EVALUATION:
Midterm examination: 40% of grade
Final examination: 40% of grade
Attendance and participation: 20% of grade

The final examination will not be cumulative

ATTENDANCE: Students are expected to attend and be prepared for all class sessions. Unexcused absences will be detrimental to student grades. Students are also expected to be prepared and participate fully in class discussions.

BOOKS/READINGS:
Readings will be posted on SAKAI or disseminated in class. Students are responsible to check SAKAI for additional readings prior to each class session.
COURSE SCHEDULE

Week 1
1/27/2013
Introduction and course overview
An introduction to the court system
How to find and read a case

READINGS:
Labor and Employment Law: Text and Cases (14th Ed.), pp. 18-19, 23-30;
Understanding the Federal Courts
Welcome to the New Jersey Court System

Week 2
2/3/2013
Employment at will

READINGS:
Labor and Employment Law: Text and Cases (14th Ed.), 583-604
Principles of Employment Law, Chap. 1

Week 3
2/10/2013
Employment torts

READINGS:
Labor and Employment Law: Text and Cases (14th Ed.), pp. 604-613
Gibson v. Kennedy, 23 N.J. 150 (1957)
Restatement (Second) of Agency, §228
Restatement (Second) of Agency, §229
Summary Judgment Brief in Evans v. Jenkins

Week 4
2/17/2013
Employee privacy

READINGS:
Labor and Employment Law: Text and Cases (14th Ed.), pp. 615-660

Week 5
2/24/2013
Employment Discrimination

READINGS:
Labor and Employment Law: Text and Cases (14th Ed.), pp. 387-462
McDonnell Douglas Corp. v. Green, 411 U.S. 792 (1973)

Week 6
3/3/2013
The employment lawsuit, procedures and remedies
Review for midterm examination

READINGS:
Labor and Employment Law: Text and Cases (14th Ed.), pp. 463-514
Week 7
3/10/2013  MIDTERM EXAMINATION

3/17/2013  SPRING BREAK

Week 8
3/24/2013  Age and Disability Discrimination

READINGS:  Labor and Employment Law: Text and Cases (14th Ed.), pp. 515-582

Week 9
3/31/2013  Wage and hour laws, unemployment compensation

READINGS:  Principles of Employment Law, Chap. 5

Week 10
4/7/2012  Family Medical Leave (FMLA, NJ FLA)
Workers Compensation

READINGS:  Labor and Employment Law: Text and Cases (14th Ed.), pp. 563-577
New Jersey Employment Law, Ch. 6

Week 11
4/14/2013  Whistleblower Protection

READINGS:  New Jersey Employment Law, Ch. 2, Section III
Selected excerpts from the New Jersey Conscientious Employee
Protection Act, N.J.S.A. 34:19-1, et. seq.

Week 12
4/21/2013  Constitutional issues

Principles of Employment Law, by Peggie R. Smith, et. al., pp. 72-80

Week 13
4/28/2013  Safety and Health

READINGS:  Labor and Employment Law: Text and Cases (14th Ed.), pp. 353-386

Week 14
5/5/2013  Review for final examination

Week 15  FINAL EXAMINATION - TBD