

LEARN

Gain critical understanding of basic employment law provisions and how they interact with collective bargaining agreements in order to better protect your union members' workplace rights.

EMPLOYMENT LAW FOR UNION REPRESENTATIVES CERTIFICATE PROGRAM



A complex and ever-changing set of federal and state laws govern the American workplace. Union representatives must understand basic provisions of these laws and how they interact with collective bargaining agreements in order to protect their members' rights in the workplace.

When is unfair treatment actually illegal discrimination?

What rights to accommodation at work do disabled union members have?

Under what conditions is a member entitled to family and medical leave?

What rights do union members have when they are injured on the job?

Is it possible to pursue claims by undocumented workers?

How do First Amendment rights apply in employment?

What rights does one have for privacy at work?

How is social media impacting the workplace?

The Employment Law for Union Representatives Certificate Program explores these concepts and more. The curriculum ensures that participants will acquire an in-depth grasp of major employment laws and their related issues.



LEARN

LABOR EDUCATION
AND RESEARCH NOW

Disability Discrimination Law

September 30, 9 a.m. to 4 p.m.

Instructor: Lisa Schur

This course will cover the federal and New Jersey state laws prohibiting disability discrimination. Topics will include legal definitions of disability, reasonable accommodation, conflicts between collective bargaining agreements and disability laws, disability harassment, and other issues of special concern to union representatives.

Workers' Compensation Law

October 21, 9 a.m. to 4 p.m.

Instructor: John F. Burton, Jr.

This course will examine the New Jersey workers' compensation law, which provides cash benefits and medical benefits to workers who are disabled by work-related injuries and diseases. Topics include employee coverage, compensable injuries and diseases, procedures to ensure payment, and workers' abilities to sue employers for damages.

First Amendment in Employment and Duty of Representation

November 11, 9 a.m. to 4 p.m.

Instructor: Mitchell H. Rubinstein

This course will focus on two often misunderstood yet critically important parts of employment law: the First Amendment and the Duty of Fair Representation. The class will review real case examples and leading U.S. Supreme Court cases that outline the scope of protection afforded to employees under the First Amendment. A discussion of the duty of fair representation will follow a similar format, including the examination of court decisions and real-life case studies.

Workplace Discrimination Law

December 2, 9 a.m. to 4 p.m.

Instructor: Barbara A. Lee

This course will cover the federal and New Jersey state laws prohibiting discrimination on the basis of sex, race, religion, ethnicity, sexual orientation, and gender identity. Topics will include sexual harassment, reasonable accommodation for religious practices, and other issues of special concern to union representatives.

Family and Medical Leave Laws

January 20, 9 a.m. to 4 p.m.

Instructor: Andrew L. Watson

This course will examine the federal and New Jersey state laws regarding employee rights to family and medical leave, their enforcement processes, and remedies when these rights are violated. New Jersey state wage benefits programs for family and medical leave and their application process will be reviewed, as will the relationship between federal and state laws and collective bargaining agreements, and how to negotiate family and medical leave benefits.

Privacy and Social Media

February 10, 9 a.m. to 4 p.m.

Instructors: Michael Lightner, Lewis Maltby, and Pat Westerkamp

Social media has transformed the way we communicate. But how has it impacted the workplace and employment relations? This workshop will examine privacy issues in the workplace (computer, electronic, and GPS monitoring; genetic and life style discrimination; biometrics; and medical records), as well as discipline and discharge grievances resulting from the use of social media.

Whistle Blowing and Immigration Law

March 2, 9 a.m. to 4 p.m.

Instructor: James M. Cooney

This course will cover "whistleblower" protections under the N.J. Conscientious Employee Protection Act and related laws. This will include discussion of activity that constitutes "whistleblowing," procedures for filing complaints, available remedies, and a review of selected court decisions. The class also will include an overview of various laws affecting immigrant workers. Topics will include the availability of legal protections to undocumented workers, "English Only" restrictions, temporary worker visas, the labor certification process, and employment verification and documentation issues.

Program Faculty

Employment Law for Union Representatives Certificate Program classes are taught by full-time and adjunct faculty of the Rutgers School of Management and Labor Relations, and experienced legal experts. Each instructor brings an extensive background in consulting and training for labor and management relations in both the public and private sectors.



John F. Burton, Jr., Ph.D. in Economics

University of Michigan

Professor Burton is a former Dean of the Rutgers University School of Management and Labor Relations, and Professor Emeritus at Rutgers and Cornell University. He co-authored A Workers' Guide to The New Jersey Workers' Compensation Law, which will be used in his Workers' Compensation Law course.



James M. Cooney, Esq., J.D.

University of Miami School of Law

Professor Cooney is an Adjunct Professor in Labor Studies and Employment Relations at the Rutgers University School of Management and Labor Relations. He also is an arbitrator and mediator. He specializes in employment, labor, and immigration law, and he previously represented labor organizations throughout New Jersey.



Barbara A. Lee, Esq., J.D., Ph.D in Higher Education Administration

Georgetown University, Ohio State University

An attorney, and a former Dean and Professor of Human Resource Management at the Rutgers University School of Management and Labor Relations, Dr. Lee currently teaches graduate courses in employment law.



Lewis Maltby, Esq., J.D.

University of Pennsylvania Law School

Mr. Maltby is an expert on privacy issues related to employment. He is founder and president of the National Workrights Institute, a not-for profit organization, and authored Can They do That? Reclaiming Our Fundamental Rights at Work. He has testified before Congress regarding electronic monitoring, drug testing, and arbitration of employment disputes; and his remarks have been featured in dozens of print and broadcast media outlets.



Mitchell H. Rubinstein, Esq., J.D.

Hofstra University School of Law

Mr. Rubenstein is an Adjunct Professor of law at New York Law School and St. John's Law School, teaching classes on employment law, labor law, pension and employee benefits law, and education law. He also serves as Senior Counsel for the New York State United Teachers.



Lisa Schur, Esq., J.D., Ph.D. in Political Science

Northeastern University, University of California at Berkeley

Dr. Schur is an Associate Professor in Labor Studies and Employment Relations at the Rutgers University School of Management and Labor Relations. She also is an attorney and an author specializing in disability and employment law.



Andrew L. Watson, Esq., J.D.

Rutgers University School of Law

Mr. Watson is a Partner at Pellettieri, Rabstein & Altman. He is Counsel to the Mercer County Central Labor Council and has represented many labor unions and union members in the area of labor and employment law. He has written articles on family and medical leave and taught Employee Rights to Family and Medical leave for the Union Leadership Academy at Rutgers University.



Pat Westerkamp, Esq., MSIR

Loyola University of Chicago,
Seton Hall School of Law

A former Director of the American Arbitration Association's New Jersey Office, Mr. Westerkamp is a full-time Alternative Disputes Resolution Professional. He specializes in the arbitration and mediation of workplace conflicts. He co-authored the article "Arbitrating Social Media Grievances," which was published in New Jersey Lawyer magazine.



Michael Lightner, Esq., J.D.

Seton Hall University

Mr. Lightner is the Regional Director of the Newark Regional Office of the National Labor Relations Board, a Fellow of The College of Labor and Employment Lawyers, and a member of the Executive Committee of the Labor and Employment Law Section of the New Jersey State Bar Association. He also is a published author and a Master of the Bench of the Sidney Reitman Labor and Employment Law Inn of Court.





Schedule and location

Please visit www.ilearn.rutgers.edu for schedule updates.

All Employment Law for Union Representatives Certificate Program classes take place at the Rutgers University Labor Education Center, 50 Labor Center Way, New Brunswick.

Certification Requirements

Participants must complete six courses to receive the Employment Law for Union Representatives Certificate. While the program begins in September, students may enroll in individual courses at any time.

Available Credits

New Jersey Mandatory Continuing Legal Education (MCLE)	6 Hours
Continuing Education Units (CEUs)	.5 CEUs

Registration

A per-class registration fee of \$220 includes all materials, continental breakfast, and lunch. Class size may be limited. Pre-registration and payment are required to guarantee seats.

Register online at www.ilearn.rutgers.edu.

Cancellation policy

No refunds will be issued. Cancellations made three business days prior to the date of a class will receive full credit toward any future courses offered by LEARN at Rutgers University. There will be a \$75 fee for all other cancellations, and the remaining credit can be applied toward any future LEARN courses.

Questions?

For more information: visit www.ilearn.rutgers.edu, email learn@work.rutgers.edu, or call **(732) 932-9504**.



EMPOWERING MINDS.
TRANSFORMING LIVES.

LEARN

LABOR EDUCATION
AND RESEARCH NOW

RUTGERS SCHOOL OF MANAGEMENT AND LABOR RELATIONS
Rutgers, The State University of New Jersey