This course will survey how employment is regulated in the United States by the legislature and the courts and provide students with an understanding of how to interpret that regulation. Through the process of legal reasoning and case studies, the student will gain knowledge of:

- The best practices in employer and employee relations;
- How to prevent legal disputes;
- Methods of judicial, administrative and alternative dispute resolution;
- The complex statutory framework of employment regulation;
- The top seven topics:
  - employment at will
  - wrongful discharge
  - employee privacy
  - employee and employer duties
  - discrimination law
  - compensation and benefits
  - occupational safety and health

**REQUIRED MATERIAL**

The required text is:


Please consult SAKAI for discussions, assignments and additional reading. Assignments may be updated and posted in SAKAI so please check your email and class page regularly. Students are expected to read the daily news.
The Midterm and Final Exams will include essay type questions with some non-essay questions such as multiple choice or short answer.

Class participation makes this course interesting. You are expected to participate fully.

Group discussion project will involve a student group-led question and answer session for each topic we cover.

I will come to class prepared to teach and learn from you. Your obligation as a student in this class is to attend all classes, come prepared, having already read the material, ready for stimulating discussion. Frequent and productive participation can result in extra credit toward your final grade awarded at my discretion only. There will be no cheating of any type tolerated in this class. You cannot use computers or dictionaries to assist you during exams. It is my preference that you do not use laptop computers to take notes in class as the temptation to browse the internet, check email, Facebook or shop is just too strong and is distracting to the other students.

100 - 90 A
89 - 85 B+
84 - 80 B
79 - 75 C+
74 - 69 C
Below 69 F

ACCOMMODATIONS

Any requests for reasonable accommodations due to disability will be considered on an individual basis. Students with documented disabilities who require academic accommo-
dations must comply with the procedures of the Office of Disability Services for Students (http://disabilityservices.rutgers.edu/) (848) 932-2848; fax (848) If you are having a general problem in this class and need assistance, please discuss your issue with me as soon as it presents itself. Please do not wait until the end of the semester when your grade has already been determined.

Voluntary make-up classes may be scheduled, if necessary, due to holidays or days off.

READING ASSIGNMENTS - SUBJECT TO CHANGE DURING COURSE

General Overview of Law
Study State and Federal Court systems (see Resources)
Read Notes #1,2,3,6,7,8

What is Employment?

Secretary of Labor v. Lauritzen, pages 13-26, Notes pages 26-30

Employment at Will

Skagerberg v. Blandin Paper Co, pages 58-62. Notes 1,2,5,6
Chiodo v. General Waterworks Corp., pages 66-69, note 2
Pugh v. See’s Candies, pages 90-94
Demasse v. ITT Corp, pages 108-114

Wrongful Discharge

Ness v. Hocks, pages 117-120
Wright v. Shriners Hospital for Crippled Children, pages 126-130
Johnston v. Del Mar Distributing Co., pages 143-145, Notes pages 145-146
Agis v. Howard Johnson Co., pages 155-157

Privacy Issues
City of Ontario v. Quon and notes pages 239-247
K-Mart Store No 7441 v. Trotti and notes pages 248-253, notes page 261
Brunner v. Al Attar and notes pg 263
Rulon-Miller v. International Business Machine Corp. pages 267-273
Notes Pages 275-277
Notes pages 282-289
Soroka v. Dayton Hudson Corp., pages 291-298
Thatcher v. Brennan pages 305-308
Pages 311-320 Elbeshebeshy v. Franklin Institute
Zinda v. Louisiana Pacific Corp.

Read articles given in class, "Hey Employer, Giving a Reference?" and Health Care Immunity

Employer and Employee Duties

Dicks v. Jenson, pages 341-344
Pepsico, Inc. v. Redmond, pages 345-352
REM Metals Corp v. Logan, pages 355-358,
Karpinski v. Ingrasci, pages 359-363
Notes pages 374-375.

Compensation/Benefits/Unemployment

History of Wage and Hour Regulation
Lochner v. New York, pages 577-585
Notes pages 597-603,
Marshall v. SamDell's Doge Corp, Pages 615-620,
Morgan v. Family Dollar Stores, Inc.and Notes pages 624-632

Note Page 654
Knox v. Unemployment Compensation Boards of Review
Pages 655, Notes 656-660
Jones v. Review Board of Indiana Employment
McGregor v. Unemployment Insurance Appeals Board, pages 665-670
McCourtney v. Imprimis Technology, pages 671-677
Byrne v. Avon Products, Inc. pages 706-708
Pages 849-853, Notes pages 862-863, 875-881, 907
Ezzy v. Workers' Compensation Appeals Board (you read it earlier)
Santa Rosa Junior College v. Worker's Compensation Appeals Board
Notes 920-930, 956-964
Chicago Board of Education v. Industrial Commission, Notes.

Occupational Safety and Health

Overview pages 1006-1006
AFL-CIO v. Brennan, pages 1016-1019,
National Realty and Construction Co. v. OSHRC, pages 1054-1058
Atlantic & Gulf Stevedores, Inc. v. OSHA, pages 1073-1080
Whirlpool Corp v. Marshall, pages 1081-1088

Discrimination

Newer case assigned in class
McDonnell Douglas Corp v. Green, pages 395-398
Price Waterhouse v. Hopkins, pages 440-409
Desert Palace, Inc. v. Costa, pages 409-414
Western AirLines, Inc. v. Criswell, pages 436-441
Hazelwood School District v. United States, pages 443-450
Harris v. Forklift Systems, Inc. pages 448-492
Disability Discrimination, pages 520-553

IMPORTANT DATES
Class begins 9/1/15 or 9/2/15
No Class
Tuesday 9/15/15 or Wednesday 9/23/15
Mid-Term Exam
Tuesday 10/27/15 or Wednesday 10/28/15
Final Exam
Tuesday 12/15/15 or Wednesday 12/16/15