

## 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

The registration fee is \$260 per person per class. The registration fee includes all materials, continental breakfast, and lunch. Registration and payment are required to guarantee sets. Registration made within 3 business days of the class date will be subject to a late registration fee of \$25.00 per person.

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 (848) 932-9504.





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



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

## FALL 2013 - SPRING 2014



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. The Employment Law for Union Representatives Certificate Program will address the following issues:

- •When is unequal treatment actually illegal discrimination and harassment?
- 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?
- •How do First Amendment rights apply in employment?
- •What rights does one have for privacy at work?
- How is social media impacting the workplace?

## Fall 2013 Semester

#### **Workers' Compensation**

November 1st, 9 a.m. to 4 p.m.

Instructor: John Burton, Jr.

This course will examine the New Jersey workers' compensation law, which provides cash 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.

## Workplace Discrimination and Harassment I

November 15th, 9 a.m. to 4 p.m.

Instructor: Lisa Schur

This course will cover the federal and New Jersey state laws prohibiting disability, gender, and race discrimination and harassment. Topics will include legal definitions of disability, legal requirements of reasonable accommodation, what constitutes disparate treatments on the basis of gender and race, and other issues of special concern to union representatives.

#### First Amendment and Social Media

December 13th, 9 a.m. to 4 p.m.

Instructor: Vikrant Advani

This course will examine the role of the First Amendment and the use of social media in employment settings. 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. Social media has transformed the way we communicate; this workshop will examine how it has impacted the workplace and employment relations as a whole.

## Spring 2014 Semester

## Family and Medical Leave

January 24th, 9 a.m. to 4 p.m.

Instructor: Andrew Watson

This course will examine the federal and New Jersey state laws regarding employee rights to family and medical leave, the 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.

## Rights to Privacy and Employment Testing

February 21st, 9 a.m. to 4 p.m. Instructors: Rosemarie Cipparulo

This workshop will examine the issue of rights to privacy in the workplace and employment testing. The topics include drug tests, background and credit checks, use of computer and communication devices, GPS monitoring, biometrics, medical records, and more. The workshop will equip participants with knowledge and skills that enable them to represent their members effectively in discipline and discharge grievances related to privacy issues and how to negotiate collective bargaining agreements that protect members' privacy.

## Whistleblowing and Employment Mediation and Arbitration

March 28th, 9 a.m. to 4 p.m.

Instructor: James Coonev

This course will cover "whistle blower" protections under the N.J. Conscientious Employee Protection Act and related laws, including discussion of activities that may constitute "whistle blowing," procedures for filing claims, available remedies, and review of selected court decisions. The class will also cover the arbitration and mediation of employment-related claims, including whether employers may require arbitration of such claims, discussion of principles and processes of arbitration and mediation, and ethical issues faced by attorneys and other representatives of parties in such proceedings.

## **Workplace Discrimination and Harassment II**

April 18th, 9 a.m. to 4 p.m.

Instructor: Carla Katz

This course will examine laws that prohibit workplace discrimination on the basis of national origin, citizenship, and religion. The course will also cover the issue of workplace bullying – latest legislative development, how to negotiate collective bargaining agreements that protect employees against it, and the technological impact of harassment claims.

## **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.

Professor Burton received his Ph.D. degree in Economics from the University of Michigan. He 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.

Professor Cooney received his J.D. degree from University of Miami School of Law. He is a faculty member in Labor Studies and Employment Relations in the School of Management and Labor Relations at Rutgers University. Professor Cooney also is an experienced arbitrator and mediator. He specializes in employment, labor, and immigration law, and he previously represented labor organizations throughout New Jersey.



## Carla Katz, Esq., J.D.

Professor Katz received her J.D. degree from Seton Hall University School of Law. She is a faculty member of the Department of Labor Studies and Employment Relations in the School of Management and Labor Relations at Rutgers University. She is also Of Counsel with Cohen Placitella & Roth. She specializes in labor, employment, and public sector law. Professor Katz is also a former elected President of a local union of the Communications Workers of America (CWA), representing state and local government and private sector members, and a former Commissioner of the New Jersey Public **Employment Relations Commission.** 



## Lisa A. Schur, Esa., J.D., Ph.D.

Professor Schur received her J.D. degree from Northeastern University and Ph.D. degree in Political Science from University of California at Berkeley. Dr. Schur is an Associate Professor in Labor Studies and Employment Relations in the School of Management and Labor Relations. She also is an attorney and a leading scholar in disability and employment law.



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

Mr. Watson received his J.D. degree from Rutgers University of School of Law. He 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.

#### Vikrant Advani, Esq., J.D.

Mr. Advani received his J.D. degree from the Rutgers University, School of Law. He is the Principal at Advani Law and an Adjunct Professor in the Department of Labor Studies and Employment Relations, School of Management and Labor Relations at Rutgers University.

## Rosemarie Cipparulo, Esq., J.D.

Professor Cipparulo received her J.D. degree from the Rutgers University, School of Law in Newark. She is a faculty member in Labor Studies and Employment Relations in the School of Management and Labor Relations at Rutgers University. She is an attorney at Weissman and Mintz and has a wealth of experience in representing labor unions in in collective bargaining and alternative dispute resolutions. She was a member and leader of the International Union of Painters and Allied Trades.

