This course will identify and analyze major issues in employment law. Topics covered include federal and state laws protecting employees from discrimination based on race, national origin, sex, gender, sexual orientation, age, and disability, as well as wage and hour laws, laws covering employee privacy, workers compensation, whistleblower laws, unemployment insurance, health and safety laws, and contracts of employment.

The objectives of this course are to help students critically analyze the framework of employment laws in the United States, to gain an understanding of the historical context in which employment laws have been promulgated, and to critically evaluate statutes and legal decision pertaining to employment laws.

**TEXT:**  Labor and Employment Law: Texts and Cases (14th Ed.) by David P. Twomey.

Supplemental readings will be distributed and/or available on SAKAI throughout the semester. Additional readings may be added throughout the course of the semester.

**ATTENDANCE:** Class attendance is mandatory. Reading assignment are expected to be completed before class. Please turn off all cell phones, beepers, pagers, blackberrys, IPhones, etc. during class.

**GRADING:**

1) Midterm examination. (30%).

2) Participation. (30%). There will be one short written assignment during the semester, which will be worth 10% of the participation component of your grade. Twenty percent (20%) of the participation component will be based on your attendance and active participate in class discussions. Active participation is important. If you do not actively participate in class, your final grade will reflect a low score on this component of the class.

3) Final examination. (40%).
CLASS CALENDAR

January 24
Introduction
Overview of the Federal and State Courts and Administrative Agencies.
Review of employment at will doctrines
How to read a case.
Case reading exercise (To be distributed in class).

January 31
Exceptions to Employment at Will
Contract and Tort Theories
Congress, Administrative Agencies and the Courts

Twomey: p.23-30; 583-596; 600-611

SAKAI:
Woolley v. Hoffman-LaRoche, Inc.
Gilbert v. Durand Glass Manufacturing Co, Inc.
Pierce v. Ortho Pharmaceutical Co.

February 7:
Discrimination laws: Race, religion, sexual orientation

Twomey: pp. 731-747; 387-412

SAKAI:
TWA v. Hardison
Shahar v. Bowers
Optional:
Enriquez v. West Jersey Health Systems
DePiano v. Atlantic City
Taylor v. Metzger

February 14:
Discrimination Laws: Sexual Harassment, Grooming, Dress

Twomey: pp. 412-437

SAKAI:
Price Waterhouse
EEOC v. Sage Realty
Eatman v. UPS
February 21: 
Movie: North Country
Review for Mid Term examination.

Reading:
SAKAI:
Excerpt from Class Action

February 28: 
Mid term examination.

March 7: 
Discrimination laws: National origin, protection against retaliation, Title VII exceptions, burden of proof, disparate treatment, disparate impact

Twomey: 438-478

SAKAI:
McDonnell Douglas Corp. v. Green
Examples of Workplace Anti-discrimination and reporting policies.

March 21: 
Procedures and remedies: Consent decrees, affirmative action plans, arbitration

Twomey: 478-513

SAKAI:
Eldrege v. Carpenters
Taxman v. Board of Educ. of Township of Piscataway

March 28: 
Pay Equity and Age Discrimination

Twomey: 515-542

SAKAI
Ledbetter v. Goodyear Tire and Rubber
Summary of the Lily Ledbetter Fair Pay Act of 2009
Readings on Lily Ledbetter and Paycheck Fairness Act

April 4: 
Disability Discrimination
Twomey: 543-582; 748-765

SAKAI
Davidson v. Atlantic City Police Dep’t
Clowes v. Termanix International
Wallace v. Veterans Administration

Written Assignment distributed

April 11:
Written assignment distributed
Employee Privacy Topics and First Amendment Rights for Public Employees

Twomey: pp. 615-659

SAKAI
TBA (Readings on Public Employees and First Amendment)

April 18:
Wage and Hour Law

Twomey: pp. 661-691

Written Assignment due

SAKAI:
Various excepts on Fair Labor Standards Act to be determined and distributed

April 25:
Occupational Health and Safety; Family and Medical Leave Act

Twomey: pp. 353-385

SAKAI
Drew v. Waffle House
Excerpts from Family and Medical Leave Act, NJ Family Leave Act, and NJ Paid Family Leave Act

May 2:
Review for final examination.