EMployment Law (Fall 2011) – Thursday Night Class

Instructor: James M. Cooney
Rutgers University, Labor Studies & Employment Relations Department, SMLR
Course #37:575:315:03 (3 Credits)
Thursdays, 7:15 p.m. – 10:05 p.m.
Class Location: Heldrich Science Building, Room 106
Tel: 732-932-8560; E-mail: jcooney@work.rutgers.edu
Office Hours: Before & after class or by appointment

Course Description: The course will examine fundamental issues of employment law, including study of civil rights statutes prohibiting employment discrimination on the basis of race, color, sex, national origin, religion, and disability. Additional issues will include constitutional and whistle-blower protections, employment-at-will, and privacy.

Grading Criteria:*
(1) Mid-term Exam (50%)
(2) Final Exam (50%)
(*While class participation is not part of the grading criteria per se, the Instructor reserves the right to adjust student grades based on attendance and in-class contributions)

Course Materials: Course reading materials will be made available on Sakai. The Instructor reserves the right to supplement, substitute, and/or modify the listed reading selections by way of handouts or otherwise.

Class Schedule:

SEPT. 1: -Course Overview
-How to Find and Read Cases
-Federal & State Court Systems

NO READINGS

SEPT. 15: -Anatomy of an Employment Lawsuit
-Remedies
-Employment at Will & Exceptions
-Implied Employment Contracts

READINGS:
SEPT. 22:  - Constitutional Issues

**READINGS:**
*City of Ontario v. Quon*, U.S. No. 08-1332 (06/17/2010)

SEPT. 29:  - Title VII of the Civil Rights Act of 1964
- Equal Employment Opportunity Commission (“EEOC”)
- Race & Color Discrimination

**READINGS:**

OCT. 6:   - National Origin Discrimination
- “English only” cases

**READINGS:**

OCT. 13:  - Religious Discrimination

**READINGS:**

OCT. 20:  MIDTERM EXAMINATION

OCT. 27:  - Sex Discrimination and Harassment

**READINGS:**

NOV. 3:   - Gender Stereotyping
- Sexual Orientation Discrimination

**READINGS:**
*Jespersen v. Harrah’s*, 9th Cir. No. 03-15045 (12/28/2004)
*DeSantis v. Pacific Tel.*, 608 F.2d 327 (9th Cir. 1979)
NOV. 10:  -Pregnancy Discrimination
- Family Medical Leave Act (“FMLA”)

**READINGS:**
*Cleveland Bd. of Ed. v. LaFleur*, 414 U.S. 632 (1974)

NOV. 17:  -Disability Discrimination
- Rehabilitation Act
- Americans with Disabilities Act (“ADA”)

**READINGS:**

NOV. 22:  -Whistleblower Protection
- Employment-related Torts

**READINGS:**

NOV. 24:  NO CLASS (University Closed – Thanksgiving)

DEC. 1:  -Privacy Issues at the Workplace

**READINGS:**

DEC. 8:  FINAL EXAM (not cumulative)

(Date prepared: 08/16/2011)
(NOTE: This Syllabus is subject to modification)