Instructor: James M. Cooney, Esq.
Rutgers University, Labor Studies & Employment Relations Department
Course #37:575:340:01 (3 Credits)
Tuesdays, 7:15 PM – 10:05 PM
Class Location: Loree Hall, Room 020, Cook/Douglass Campus
Tel: 732-932-8560; E-mail: jcooney@work.rutgers.edu
Office Hours: Before & after class or by appointment

**Course Description:** The course will provide an overview of United States labor law, including the law relating to organizing, collective bargaining, protected union activity, strikes, and relations between unions and their members.

**Grading Criteria:***
(1) Mid-term Exam (45%)
(2) Final Exam (45%)
(3) Quizzes (10%)
(*Final grades may also be adjusted based on attendance and in-class contributions. There is no extra credit.)

**Course Materials:** No textbook. Course reading materials will be made available online via Sakai. The Instructor reserves the right to supplement, substitute, and/or modify the reading selections by way of online postings, handouts, or otherwise.

**Course Requirements:** Students are expected to regularly attend class and to read the course materials prior to class. To help transform this expectation into reality, students will take 2-4 (to be determined) short quizzes on the reading materials, prior to covering the materials in class, on dates to be announced.

**Class Schedule:**

JAN. 17: -Course Overview

**NO READINGS:**

JAN. 24: -National Labor Relations Act (and amendments)
-Preemption
-National Labor Relations Board

**READINGS:**
-San Diego Union v. Garmon, 359 U.S. 236 (1959)
-www.nlrb.gov/who-we-are
JAN. 31: Choosing a Majority Representative

**READINGS:**
- [www.nlrb.gov/who-we-are/conduct-elections](http://www.nlrb.gov/who-we-are/conduct-elections)

FEB. 7: Protected Activity

**READINGS:**
- Report of Acting NLRB General Counsel Concerning Social Media Cases, (Memorandum OM-11-74, August 18, 2011)

FEB. 14: MOVIE: TBA

**NO READINGS**

FEB. 21: Collective Bargaining

**READINGS:**
- [www.nlrb.gov/rights-we-protect/employerunion-rights-obligations](http://www.nlrb.gov/rights-we-protect/employerunion-rights-obligations)

FEB. 28: MID-TERM EXAM

MAR. 6: Use of Economic Weapons

**READINGS:**
- *NLRB v. Fansteel Metallurgical Corp.*, 306 U.S. 240 (1939)
- “The Right to Strike” ([www.nlrb.gov/strikes](http://www.nlrb.gov/strikes))

MAR. 13: NO CLASS (Spring Break)

MAR. 20: Enforcement of Collective Bargaining Agreements

**READINGS:**
- *D.R. Horton, Inc.*, 357 NLRB No. 184 (2012)
MAR. 27:  -Duty of Fair Representation  
-Agency Fee  

**READINGS:**  

APR. 3:  -MOVIE: TBA  

**NO READINGS**  

APR. 10:  -Public Sector Labor Law  
-Right to Work Laws  

**READINGS:**  
- “*Matters That Come Before the Commission*”  
  (www.state.nj.us/perc/htlm/publications.html)  

APR. 17:  -Proposed Labor Law Reforms  
-Employee Free Choice Act  

**READINGS:**  
- www.aflcio.org/joinunion/voiceatwork/efca/qna.cfn  

APR. 24:  FINAL EXAM (not cumulative)  

Date revised: 01/15/2012