

CERTIFICATION REQUIREMENTS

Participants must complete six eligible courses within three years of their first enrollment to receive the certificate.

CONTINUING EDUCATION CREDITS

NJ Man. Cont. Legal Ed. (MCLE): **6 Hrs.**
Continuing Education Units: **0.5 CEUs**

ALL CLASSES WILL BE INSTRUCTED REMOTELY

All courses meet from 9 AM—4 PM at:

Due to Covid-19 Corona Virus there will be no face to face classes. A web-link will be provided for all registered students.

Please visit smlr.rutgers.edu/LEARN for schedule updates.

REGISTRATIONS & CANCELLATIONS

Register online at smlr.rutgers.edu/LEARN

The registration fee is \$270 per person per class, which includes all materials. Pre-registration and payment are required to guarantee seats. A late registration fee of \$25 applies for registrations made within 3 business days of class.

No refunds will be issued. Cancellations made three business days prior to the date of a class receive full credit toward any future **LEARN** courses. There will be a \$75 fee for all other cancellations with the balance applied to future courses.

Ask about bulk registration discounts.

Call LEARN at (848) 932-9504 for more information

WHO SHOULD ATTEND

- Supervisors, managers, & labor relations professionals in state & local government
- Union members, leaders, and employee representatives
- Labor relations attorneys
- Mediators and arbitrators

WHAT OUR GRADUATES SAY

“The LEL Certificate Program prepares Union Representatives to protect their members from employers who do not think twice about violating labor laws. An educated and dedicated workforce is essential to the defense of the labor laws we fought so hard to win. I was even encouraged to apply for the LSAT and consider going to law school.

— Alberto Hernandez
Greater New Jersey Pride at Work

“One of the best aspects of the LEL is that the instructors take really complex issues in labor law and organizing and break them down to a practical level so that leaders and activists can use the law in the day-to-day struggle in the workplace. What I learned at Rutgers helped me to become a more effective union representative and enhanced my ability to negotiate more favorable working conditions in our shop.

— Patrick Fahy
Shop Steward
IBEW Local 827
State Leadership Committee for \$15
Now New Jersey

smlr.rutgers.edu/LEARN

RUTGERS

School of Management
and Labor Relations

LABOR & EMPLOYMENT LAW Certificate Program 2020-2021

A complex set of federal and state laws govern the American workplace. Learn how the law affects the administrative rules and practices embedded within the collective bargain system, as well as the system itself. This program provides a detailed overview and an indispensable review of key legal issues.

Approved for NJ Continuing Legal Education Credits (MCLE): 6 Hours



50 Labor Center Way, New Brunswick, NJ 08901

LABOR & EMPLOYMENT LAW

CERTIFICATE PROGRAM COURSE OFFERINGS 2019-2020

All courses meet at the Rutgers Labor Education Center from 8:30 AM to 4:00 PM

EMPLOYMENT RELATIONSHIPS FROM START TO FINISH

Friday, September 25, 2020

Melanie Lipomanis, Esq. Porzio, Bromberg & Newman, P.C

An overview of state and federal laws that intersect all phases of the employment relationship from pre-hire through termination. Learn the critical points in the employment process where litigation arises, and how to protect the rights of employees, supervisors and employers.

SEXUAL AND OTHER FORMS OF HARASSMENT

Thursday, October 24, 2019

Ursula Leo, Esq., J.D., Syracuse University College of Law

Examines laws that prohibit sexual and other forms of harassment. How to negotiate agreements that protect employees against harassment and other forms of workplace bullying, as well as the latest legislative development and the technological impact of harassment claims.

BIAS AND DISCRIMINATION

Thursday, November 21, 2019

Lisa Schur, J.D., Northeastern University; Ph.D., University of California (Berkeley)

Federal and New Jersey state laws prohibiting disability, gender, and race discrimination. Topics include legal definitions of disability; legal requirements of reasonable accommodation; what constitutes disparate gender and race treatment; and issues of concern to union representatives.

CONSTITUTIONAL RIGHTS AND THE WORKPLACE

Thursday, January 23, 2020

Rosemarie Ciparullo, Esq., J.D., Rutgers University School of Law (Newark)

Covers the reach of Constitutional protections at the workplace, what is protected and what isn't, including free speech, rights to privacy, whistle-blowing, testing and other issues. Also reviews the implications of the appeal to free speech protections in recent decisions, e.g., *Janus v. AFSCME*.

WORKPLACE INVESTIGATIONS & INTERVIEWS: OVERVIEW

Thursday, February 27, 2020

Carla Katz, Esq., J.D., Seton Hall University School of Law

Workplace investigation and interviews as a whole, including an overview of issues and the law related to the field from an experienced local union president and accomplished labor lawyer.

WORKERS COMPENSATION

Thursday, March 26, 2020

John Burton, Esq., Ph.D., University of Michigan

Covers the New Jersey workers' compensation law, which provides cash and medical benefits to those disabled by work-related injuries and diseases. Includes employee coverage, compensable injuries and diseases, ensuring payment, and workers' abilities to sue employers for damages.



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LEARN

LABOR EDUCATION ACTION RESEARCH NETWORK

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