

**Labor Law
Master's Level Course
(Spring 2026)**

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Course #38:578:550:90 (3 Credits)
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Virtual Office Hours: By appointment – please contact me to arrange

Note:

This is an abbreviated version of the course syllabus. More detailed information can be found on the Canvas course site. The syllabus content may be modified.

Course Overview:

This course will focus on the regulation of labor union-employer relations in the United States under the National Labor Relations Act and Railway Labor Act. Topics will include the foundation of American labor law, the National Labor Relations Board, National Mediation Board, protected conduct, unfair labor practices, collective bargaining, the duty of fair representation, and grievance arbitration. We will also examine labor laws protecting federal and state public sector employees.

Course Delivery Format:

- The course runs from January 20, 2026 through May 3, 2026 and is delivered entirely online through the Learning Management System, Canvas. There are no in-person classroom sessions and no “live” virtual meetings.
- Each week of the course starts on a Monday and ends on a Sunday (with the exception of the first week, which starts on a Tuesday).
- The course is delivered in **asynchronous mode**. This means the learning activities and communication take place outside of real-time. You do not need to log on at any specific time; you may log on at your convenience.
- Even though you do not need to log on at any specific time, **you are required to adhere to all course work due dates.**

Course Materials:

- *Labor Law in a Nutshell, 6th Edition*, Michael Z. Green and Douglas L. Leslie, published by West Academic (referred to as “*Nutshell*”).
- All other course materials will be provided on Canvas.

Grading Criteria:

- Personal Introduction (5%)
- Academic Integrity & Syllabus Quiz (5%)
- 4 Quizzes (10% each x 4 = 40%)
- 4 Discussion Forums (10% each x 4 = 40%)
- 2 Annotations (5% each x 2 = 10%)

Grading Scale:

- 90-100 = A
- 86-89 = B+
- 80-85 = B
- 70-79 = C+
- 60-69 = C
- 50-59 = D
- 0 – 49 = F

Use of “AI” Strictly Prohibited:

The use of artificial intelligence (“AI”) such as ChatGPT, Grammarly, etc., is not permitted at any stage of the writing process on quizzes or on any assignment. GPTZero or similar tools will be used to help detect student use of AI. Any written assignment or quiz answer flagged for AI use will be scored as a “0.”

No Individual Extra Credit:

I do not offer extra credit or “grade adjustments” to individual students upon their request, since this is unfair to other students who do not receive the same opportunity. However, I sometimes will offer an extra credit opportunity to the class as a whole, since that is fair to all students.

Academic Integrity:

The conduct of all students is governed by the Rutgers University Academic Integrity Policy. See the Canvas course site for details and for a link to the Policy. Students will take a graded Quiz to demonstrate knowledge of the Policy and the course syllabus.

Disability Accommodations:

Rutgers University welcomes students with disabilities into all of the University’s educational programs. In order to receive consideration for reasonable accommodations, a student with a disability must contact the appropriate disability services office at the campus where they are officially enrolled, participate in an intake interview, and provide supporting documentation. *See the Canvas course site for further details and to view other applicable policies.*

Course Schedule & Topics:

Class 1 (Jan. 20) - Introduction & Course Overview

Readings:

- Course syllabus and Canvas site
- Rutgers University Academic Integrity Policy

Assignments:

- Post personal introduction
- Take Academic Integrity Quiz

Class 2 (Jan. 26) - Early Legal Doctrines

Readings/Video:

- *Nutshell*, Chapter 1
- *The Labor Movement in the United States* (History.com)
- *Labor Movement* (YouTube video)

Assignments:

- Complete readings and watch video

Class 3 (Feb. 2) - National Labor Relations Act & NLRB

Readings/Video:

- *Nutshell*, Chapter 2, pp. 9-13
- *Who We Are* (NLRB)
- *NLRB v. Jones & Laughlin Steel Corp.* (U.S. 1937)
- *NLRB v. Jones & Laughlin Steel Corp.* (YouTube video)

Assignment:

- Annotation #1

Class 4 (Feb. 9) - Unionization Process

Readings:

- *Nutshell*, Chapter 2, pp. 19-22, and Chapter 3, pp. 23-46
- *Conduct Elections* (NLRB)
- *Cemex Construction Materials Pacific, LLC* (NLRB 2023)

Assignment:

- Quiz #1

Class 5 (Feb. 16) – Protected Activity

Reading:

- *Nutshell*, Chapter 5, pp. 97-119
- *Stericycle Inc.* (NLRB 2023)
- *Pier Sixty v. NLRB* (2nd. Cir. 2017)

Assignment:

- Discussion Forum #1

Class 6 (Feb. 23) - Unfair Labor Practices

Reading:

- *Nutshell*, Chapter 2, pp. 13-19
- *NLRB v. Transportation Mgmt. Corp.* (U.S. 1983)
- *Intertape Polymer Corp.* (NLRB 2023)

Assignment:

- Discussion Forum #2

Class 7 (March 2) - Collective Bargaining

Reading/Video:

- *Nutshell*, Chapter 7
- *Collective Bargaining 101* (Jobs With Justice Education Fund)
- *How Does Collective Bargaining Work Under the NLRA?* (YouTube video)

Assignment:

- Quiz #2

Class 8 (March 9) - Weingarten Rights

Reading/Video:

- *NLRB v. J. Weingarten, Inc.* (U.S. 1975)
- *Weingarten Rights* (NLRB)
- *Weingarten Rights* (YouTube video)

Assignment:

- Discussion Forum #3

No Class (March 16) - Spring Break

Class 9 (March 23) - Duty of Fair Representation

Readings:

- *Nutshell*, Chapter 9, pp. 317-324
- *Right to Fair Representation* (NLRB)
- *The Duty of Fair Representation* (AAUP Staff Counsel 2007)
- *Vaca v. Sipes* (U.S. 1967)

Assignment:

- Discussion Forum #4

Class 10 (March 30) - Grievance Arbitration

Readings:

- *Nutshell*, Chapter 9, pp. 279-298
- *Sample Grievance Arbitration Award*

Assignment:

- Quiz #3

Class 11 (April 6) – Railway Labor Act

Readings/Videos:

- *Highlights of RLA* (Federal Railroad Administration)
- *The RLA: A Practical Guide* (Fisher Phillips Insights)
- *Understanding the RLA* (IAM Union/YouTube video)
- *The RLA* (JetBlue ALPA Pilots/YouTube video)

Assignment:

- Annotation #2

Class 12 (April 13) – Federal Sector Labor Law

Readings:

- *A Short History of the Statute* (Federal Labor Relations Authority)
- *Exclusions from Federal Labor-Management Relations Programs* (Executive Order, March 27, 2025)
- *The Trump Administration Ended Collective Bargaining for 1 Million Federal Workers* (Center for American Progress 2025)

Assignment:

- Study for Final Quiz

Class 13 (April 20) – State Public Sector Labor Law

Readings:

- *Public Sector Collective Bargaining by State*
- *PERC After 40 Years* (NJ Public Employment Relations Commission)

Assignment:

- Quiz #4

Class 14 (April 27) - Course Wrap Up

Readings:

- *None*

Assignments:

- Course Evaluation

(Dated: 01/04/2026)