

LABOR LAW

Course Number: 38:578:550:K1

Summer Session 2025

Session Dates: 05/29/2025 - 08/13/2025

Instructor: Carla A. Katz, Esq.
Labor Studies & Employment Relations
Rutgers University
E-mail: carla.katz@rutgers.edu
Office Hours by Appointment

Course Description: The primary focus of this course will be the federal regulation of union-employer relationships under the National Labor Relations Act (NLRA) and the Railway Labor Act (RLA). We will explore the foundations of American labor law, the structure and procedures of the National Labor Relations Board (NLRB), and common unfair labor practices, such as anti-union discrimination and interference with collective activity. We will examine union organizing efforts, employer and union conduct regulations, and the rights and obligations within collective bargaining.

Office Hours by Appointment: Students are encouraged to meet with me to discuss any matters of concern or interest. I am available to meet with you virtually by appointment. Please send me a message to arrange a time to talk.

Required Books: (purchase required book in advance of class)

- **Labor Law in a Nutshell 6th Edition**, Michael Z. Green and Douglas L. Leslie, published by West Academic. (referred to as “Nutshell” in syllabus)
- Students can save **15%** and receive free ground shipping when they purchase their book directly from West Academic at www.westacademic.com by using the Discount Code: HESTUDENT. <https://www.westacademic.com/Green-and-Leslies-Labor-Law-in-a-Nutshell-6th-9781685614379>
- **All other course readings will be provided in Canvas.** The instructor reserves the right to supplement, substitute, and/or modify the syllabus, reading selections and all course materials.

Learning Objectives:

- Apply employment relations legal concepts, and substantive institutional knowledge, to understanding contemporary developments related to work. (Labor Studies Department Goal 2).
- Understand basic legal doctrines, policies and historical development of American labor law.
- Read and analyze legal decisions and statutory materials related to American labor law.

- Understanding context. Evaluate the context of workplace issues, public policies, and management decisions The law is a major context of labor-management relations.
- Application. Demonstrate an understanding of how to apply knowledge necessary for effective work performance. Knowledge of how law is applied in situations related to union representation of employees in this class, an essential skill for employment relations professionals (SMLR Learning objective VI).

Course Structure: Our online asynchronous course week runs from Thursday at 10 a.m. through Wednesday night at midnight on Canvas. Unless I have indicated otherwise, all work for each week must be completed within that week. Every Thursday morning students will receive a “weekly message” from me that outlines the expectations and assignments for the week ahead. Make sure to open and read that message in its entirety.

Expectations and Participation: You are expected to stay up to date with the course work, complete assignments on time and participate in all exercises.

No Late Assignments: Students should complete all assignments on time. Late assignments will not be accepted unless approved in advance. All assignments must be submitted in Canvas, not by email.

For Technical Assistance: contact the help desk at 833-OIT-HELP or by email: <https://it.rutgers.edu/help-support>.

Rutgers University Disability Policy: 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 you are officially enrolled, participate in an intake interview, and provide documentation: <https://ods.rutgers.edu/students/documentation-guidelines>. If the documentation supports your request for reasonable accommodations, your campus's disability services office will provide you with a Letter of Accommodations. Please share this letter with your instructors and discuss the accommodations with them as early in your courses as possible. To begin this process, please complete the registration form on the ODS website at <https://ods.rutgers.edu/students/registration-form>.

Academic Integrity: Academic integrity requires that all academic work be wholly the product of an identified individual or individuals. Students must assume responsibility for maintaining honesty in all work submitted in this course. Students are also expected to report any incident of academic dishonesty to the instructor or dean. Students are expected to be familiar with all Rutgers University policies regarding academic integrity. Some assignments in this class may be processed through Turnitin. Rutgers Academic Integrity policy here: <http://academicintegrity.rutgers.edu>

Use of Artificial Intelligence (AI) is not permitted in this course

Use of AI, including but not limited to ChatGPT, is not permitted in any stages of the writing process on any assignment. All work submitted in this course must be the student's own and created with the aid of impermissible technologies (such as AI), materials, or collaborations. Rutgers Code of Conduct:
<https://policies.rutgers.edu/10213-currentpdf>

Email Policy: Instructor will check Canvas and email regularly. If you send a comment or a question, all efforts will be made to respond within 24 hours. It is the responsibility of every student to check for incoming course-related messages or materials daily.

Changes to Syllabus and Course Content: This syllabus is not a contract and is only intended to give the student guidance in what may be covered during the semester and will be followed as closely as practicable. The professor reserves the right to modify, supplement, and make changes to the syllabus and the course as course needs arise.

Grading

Your final grade is based on a 1,000-point system. Each assignment is worth a specific number of points. Your total points accumulated determine your final grade.

(1)	Midterm Examination	350 points
(2)	Final Examination	350 points
(3)	Forum Posts	300 points

Total: 1,000 points

Midterm and Final Examinations: This course will have a midterm examination covering the course material up to that point and a cumulative final examination covering material from the entire course.

Class Participation: Your participation consists of entering Canvas regularly, staying current with the readings, assignments, and forums. The Professor will determine your participation grade based on your total course work.

Discussion Forum Posts: This course takes a problem-based approach to learning the material. Some weeks will have a problem for you to grapple with based on the materials assigned for that week. Other weeks will have discussion forums based on the material and topic for that week. All discussions require that you comment on another student post after you've posted yourself.

COURSE SCHEDULE

WEEK 1: Thursday, May 29-June 4th

Course Overview; Rise of Organized Labor and Early Doctrines

WEEK 2: Thursday, June 5th -Wednesday, June 11th

The National Labor Relations Act and Railway Labor Act

WEEK 3: Thursday, June 12th -Wednesday, June 18th

The Unionization Process

WEEK 4: Thursday, June 19th -Wednesday June 25th

Employer Responses to Concerted Employee Activity

WEEK 5: Thursday, June 26th -Wednesday, July 2nd

MIDTERM EXAM

WEEK 6: Thursday, July 3rd -Wednesday, July 9th

The Collective Bargaining Process

WEEK 7: Thursday, July 10th -Wednesday, July 16th

Unfair Labor Practices by Employers

WEEK 8: Thursday, July 17th -Wednesday, July 23rd

Regulation of Union Activities

WEEK 9: Thursday, July 24th -Wednesday, July 30th

Public Sector Labor Law

WEEK 10: Thursday, July 31st -Wednesday August 6th

Picketing and Strikes

WEEK 11: Thursday, August 7th -Wednesday, August 13th

FINAL EXAM