

RUTGERS

Labor Studies and Employment Relations Department
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EMPLOYMENT LAW Course No. 37-575-315-04

SYLLABUS

SPRING 2017

Professor Brian J. Manetta, Esq.

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Course Location: Lucy Stone Hall, Room B-269

Office Hours: Before or after class or by appointment

COURSE DESCRIPTION: This course will provide an overview of the laws governing the employment relationship. The course will cover major issues in employment law, including but not limited to the employment at will doctrine, employee privacy, employment discrimination and employment torts, as well as statutory and common law protection for working men and women. Students will analyze and synthesize information and ideas from multiple sources to generate new insights.

GRADING AND EVALUATION:

Midterm examination: 40% of grade

Final examination: 40% of grade

Attendance and participation: 20% of grade

The final examination will not be cumulative

ATTENDANCE: Students are expected to attend and be prepared for all class sessions. Unexcused absences will be detrimental to student grades. Students are also expected to be prepared and participate fully in class discussions.

BOOKS/READINGS:

Readings will be posted on SAKAI or disseminated in class. Students are responsible to check SAKAI for additional readings prior to each class session.

COURSE SCHEDULE

Week 1

1/23/2017

Introduction and course overview
An introduction to the court system
How to find and read a case

READINGS:

Labor and Employment Law: Text and Cases pp. 18-19, 23-30;
Understanding the Federal Courts
Welcome to the New Jersey Court System

Week 2

1/30/2017

Employment at will

READINGS:

Labor and Employment Law: Text and Cases, 583-604
Woolley v. Hoffman-LaRoche, Inc., 99 N.J. 284 (1985)
Principles of Employment Law, Chap. 1

Week 3

2/6/2017

Employment torts

READINGS:

Labor and Employment Law: Text and Cases, pp. 604-613
DiCosala v. Kay, 91 N.J. 159 (1982)
Carter v. Reynolds, 175 N.J. 402 (2003)
Gibson v. Kennedy, 23 N.J. 150 (1957)
Restatement (Second) of Agency, §228
Restatement (Second) of Agency, §229
Summary Judgment Brief in Evans v. Jenkins

Week 4

2/13/2017

Employee privacy

READINGS:

Labor and Employment Law: Text and Cases, pp. 615-660

Week 5

2/20/2017

Employment Discrimination

READINGS:

Labor and Employment Law: Text and Cases, pp. 387-462
Lehmann v. Toys 'R' Us, Inc., 132 N.J. 587 (1993)
McDonnell Douglas Corp. v. Green, 411 U.S. 792 (1973)
Taylor v. Metzger, 152 N.J. 490 (1998)

Week 6

2/27/2017

The employment lawsuit, procedures and remedies
Review for midterm examination

READINGS:

Labor and Employment Law: Text and Cases, pp. 463-514

Week 7 3/6/2017	MIDTERM EXAMINATION
3/13/2017	SPRING BREAK
Week 8 3/20/2017	Age and Disability Discrimination
READINGS:	<i>Labor and Employment Law: Text and Cases, pp. 515-582</i>
Week 9 3/27/2017	Wage and hour laws, unemployment compensation
READINGS:	<i>Principles of Employment Law, Chap. 5</i> <i>Excerpts of the Fair Labor Standards Act, 29 U.S.C. §201, et. seq.</i>
Week 10 4/3/2017	Family Medical Leave (FMLA, NJ FLA) Workers Compensation
READINGS:	<i>Labor and Employment Law: Text and Cases, pp. 563-577</i> <i>New Jersey Employment Law, Ch. 6</i>
Week 11 4/10/2017	Whistleblower Protection
READINGS:	<i>New Jersey Employment Law, Ch. 2, Section III</i> <i>Selected excerpts from the New Jersey Conscientious Employee Protection Act, N.J.S.A. 34:19-1, et. seq.</i> <i>D'Annunzio v. Prudential Ins. Co. of America, 192 N.J. 110 (2007)</i> <i>Blackburn v. United Parcel Serv., Inc., 3 F. Supp. 2d 504 (D.N.J. 1998)</i> <i>Pierce v. Ortho Pharmaceutical Corp., 84 N.J. 58 (1980)</i>
Week 12 4/17/2017	Constitutional issues
READINGS:	<i>Pickering v. Board of Education, 391 U.S. 563 (1968)</i> <i>Connick v. Myers, 461 U.S. 138 (1983)</i> <i>Principles of Employment Law, by Peggie R. Smith, et. al., pp. 72-80</i>
Week 13 4/24/2017	Safety and Health
READINGS:	<i>Labor and Employment Law: Text and Cases, pp. 353-386</i>
Week 14 5/1/2017	Review for final examination
Week 15	FINAL EXAMINATION - TBD