

**EMPLOYMENT LAW**  
**(Spring 2025)**

Prof. James M. Cooney, Esq.

Rutgers University, Labor Studies & Employment Relations Department, SMLR Course  
#37:575:315:02 (3 Credits)

Monday, 2:00 PM – 5:00 PM (U.S. Eastern Time)

Location: Campbell Hall, Room A3 (College Avenue Campus)

Tel: 848-932-8560; E-mail: jacooney@rutgers.edu

Office Hours: By appointment and before/after class

**Course Description:** Overview of employment-at-will and its limitations; wages & hours; medical/family leave; privacy; drug testing; workers' compensation; and fundamental anti-discrimination law.

**Learning Objectives:** At the end of the course, the student is able to:

***Labor Studies & Employment Relations Department:***

-Apply employment relations legal concepts, and substantive institutional knowledge, to understanding contemporary developments related to work. (Goal 2)

***School of Management & Labor Relations:***

-Demonstrate an understanding of how to apply knowledge necessary for effective work performance. (Goal VI)

***Additional Course Objective(s) from the Instructor:***

- Demonstrate basic knowledge of employment-at-will and the various exceptions.
- Demonstrate basic knowledge of the policies underlying common-law, constitutional, and statutory employment law principles.
- Demonstrate ability to comprehend court decisions on employment law issues.
- Apply employment law concepts to a given fact pattern.

**Grading Criteria:\***

(1) Mid-term Exam (50%)

(2) Final Exam (50%)

(\*Credit is also earned for attendance and in-class contributions)

**Attendance:** Students are expected to attend class on a timely and regular basis. Excessive unexcused absences may lower your grade. Unexcused absences in excess of three (3) classes may result in a failing grade. **Please note that I do take into account any extenuating circumstances or hardships that any student may be experiencing.** Students arriving late to class, or departing class early, must sign-in/out with a TA and will receive pro-rated attendance credit.

**Course Materials:** No textbook. Course reading materials are found on Canvas. I reserve the right to supplement, substitute, and/or modify the listed reading selections.

**Academic Integrity:** The conduct of all students is governed by the Rutgers University Academic Integrity Policy.

**Recording:** Students are not permitted to videotape or otherwise record any lecture or course activity, absent prior express consent and authorization by the Instructor.

**Laptops/Cell Phones:** Students are permitted to bring and use laptop computers in class, for taking notes and viewing class readings. However, please do not engage in laptop-related activities that may distract other students. Students should refrain from texting while in class. Points may be deducted from the grades of students who consistently violate the foregoing policy.

**Students With Disabilities:** 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. (See Canvas site for more details)

**Class Schedule:**

JAN. 27: Course Overview

**NO READINGS**

FEB. 3: Federal & State Court Systems  
Anatomy of an Employment Lawsuit  
Remedies  
Employment at Will

**READINGS:**

*"Understanding the Federal Courts"*  
*"Remedies for Employment Discrimination"* (EEOC)

FEB. 10: Employment at Will (continued)

**READINGS:**

*Pierce v. Ortho Pharmaceutical*  
*Woolley v. Hoffman-LaRoche, Inc.*

FEB. 17: Constitutional Issues

**READINGS:**

*Pickering v. Board of Education*

*City of Ontario v. Quon*

FEB. 24: Title VII of the Civil Rights Act of 1964; EEOC  
Proving Discrimination  
Race & Color Discrimination

**READINGS:**

*McDonnell Douglas Corp. v. Green*  
*Griggs v. Duke Power*

MARCH 3: Sex Discrimination

**READINGS**

*Bostock v. Clayton County*

MARCH 10: MID-TERM EXAM

MARCH 17: **NO CLASS (Spring Break)**

MARCH 24: Sexual Harassment  
Movie: "North Country"

**READINGS**

"*Sexual Harassment*" (EEOC website)  
*Lehmann v. Toys 'R' Us, Inc.*

MARCH 31: Family & Medical Leave

**READINGS:**

*Gerety v. Hilton Casino Resort*  
*Cruz v. Publix Super Markets, Inc.*

APRIL 7: Disability Discrimination  
Polygraph Testing

**READINGS:**

*Polkey v. Transtecs Corp.*  
*Karraker v. Rent Center Inc.*

APRIL 14: Non-Compete & Confidentiality Agreements  
Drug Testing

**READINGS:**

*Nike, Inc. v. McCarthy*  
*Treasury Employees v. Von Raab*

APRIL 21: Whistleblower Protection  
Employment-related Torts

**READINGS:**

*Abbamont v. Piscataway Twp.*

*Taylor v. Metzger*

APRIL 28: FINAL EXAM (not cumulative)

*(Dated: 01/02/2025)*