Instructor: James M. Cooney, Esq.
Rutgers University, Labor Studies & Employment Relations Department, SMLR
Course #37:575:315 (3 Credits)
July 12 – August 16, 2021
“Live” Classes Meet Virtually Via Zoom on Tuesdays at 6:00 PM
Tel: 848-932-8560; E-mail: jacooney@rutgers.edu
Virtual Office Hours: By appointment

**Class Meeting Times:** Classes will *meet virtually via Zoom* at 6:00 PM on Tuesdays. **Students are required to attend the virtual Zoom classes.** The remaining materials for each week will be provided on an *asynchronous* basis, for students to complete at a time of their choosing.

**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:** By the end of the course, the student should be 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%)

**Academic Records Retention:** Exams, papers, and any other items submitted by students for grading are retained for 2 years before disposal. Any student wishing to review any such item must make a request prior to that time.

**Academic Integrity:** The conduct of all students is governed by the Rutgers University Academic Integrity Policy. (Link will be posted on Canvas)
Course Materials: No textbook. Course reading materials can be found on Canvas. The Instructor reserves the right to supplement, substitute, and/or modify the listed reading selections.

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

Class Schedule:

JULY 12: (Week #1)  
**TOPICS:**  
-Court System  
-Anatomy of an Employment Lawsuit  
-Remedies  
-Employment at Will & Exceptions

**READINGS:**  
“Understanding the Federal Courts”  
Pierce v. Ortho Pharmaceutical  
Woolley v. Hoffman-LaRoche, Inc.

JULY 19: (Week #2)  
**TOPICS:**  
- Constitutional Issues  
-Title VII, Civil Rights Act of 1964

**READINGS:**  
Pickering v. Board of Education  
City of Ontario v. Quon  
McDonnell Douglas Corp. v. Green  
Griggs v. Duke Power

JULY 26: (Week #3)  
**TOPICS:**  
-Midterm Exam***  
-Family & Medical Leave  
-Polygraphs & Psychological Testing  
-Disability Discrimination

**READINGS:**  
Gerety v. Hilton Casino Resort  
Cruz v. Publix Super Markets, Inc.  
Polkey v. Transstecs Corp.  
Karraker v. Rent Center Inc.

AUG. 2: (Week #4)  
-Whistleblower Protection  
-Employment-related Torts  
-Drug Testing  
-Non-Compete Agreements
READINGS:
Abbamont v. Piscataway Twp.
Taylor v. Metzger
Treasury Employees v. Von Raab
Nike, Inc. v. McCarthy

AUG. 9:     - Movie: “North Country” (watch on own)
(Week #5)   - Sex Discrimination and Harassment

READINGS:
Lehmann v. Toys ‘R’ Us, Inc.

AUG. 16:    Final Exam*** (not cumulative)
(Week #6)

(Dated: 06/14/2022)