Instructor: Rosemarie Cipparulo, Esq.
Rutgers University, Labor Studies & Employment Relations Department
Course #37:575:340:01 (3 Credits)
Monday, 6:10 PM – 9:00 PM
Class Location: Scott Hall, Room 202, College Avenue Campus
Tel: 848 932-1240; E-mail: rosecip@work.rutgers.edu
Office Hours: Before & after class or by appointment

Course Description: The course will provide an overview of United States labor law, including the law relating to organizing, collective bargaining, protected union activity, strikes, and relations between unions and their members.

Grading Criteria:*
(1) Mid-term Exam (40%)
(2) Final Exam (40%)
(3) Participation and Attendance (20%); This includes in-class case briefing and presentation.
(*There is no extra credit.)

Course Materials: No textbook. Course reading materials will be made available online via Sakai. The Instructor reserves the right to supplement, substitute, and/or modify the reading selections by way of online postings, handouts, or otherwise.

Course Requirements: Students are expected to regularly attend class and to read the course materials prior to class. To help transform this expectation into reality, students may take short quizzes on the reading materials, prior to covering the materials in class. Dates will not be announced.

Class Schedule:

JAN. 26: -Course Overview

READINGS:
Sample Case – Wooley v. Hoffman La Roche
How to Brief a Case
Sample Case Brief

FEB. 2: -National Labor Relations Act (and amendments)
-Preemption
-National Labor Relations Board

READINGS:
Twomey pps. 57-85
Twomey pps 86-92
-San Diego Union v. Garmon, 359 U.S. 236 (1959)
-National Labor Relations Act
-www.nlrb.gov/who-we-are

FEB 9: Choosing a Majority Representative

**READINGS:**
Twomey pps. 111-132
Twomey pps. 57-85
-www.nlrb.gov/who-we-are/conduct-elections –
[http://www.nlrb.gov/what-we-do/conduct-elections](http://www.nlrb.gov/what-we-do/conduct-elections)

FEB. 16: Protected Activity
-Social Media Cases

**READINGS:**
Twomey pps. 116-119
Twomey pps. 139-149
Twomey pps. 156-160
Weingarten, Inc., 420 U.S. 251 (U.S. 1975)
-Report of Acting NLRB General Counsel Concerning Social Media Cases, (Memorandum OM-11-74, August 18, 2011)

FEB: 23: MOVIE: TBA

**NO READINGS**

MAR 2: Collective Bargaining

**READINGS:**
-www.nlrb.gov/rights-we-protect/employerunion-rights-obligations –
Twomey pps. 171-182

MAR 9: MID-TERM EXAM

MAR. 16: NO CLASS (Spring Break)

MAR. 23: Use of Economic Weapons
READINGS:
-NLRB v. Mackay Radio, 304 U.S. 333 (1938)
-NLRB v. Fansteel Metallurgical Corp., 306 U.S. 240 (1939)
-“The Right to Strike” (www.nlrb.gov/strikes)
Twomey pps. 156-160
Twomey pps. 160-164

MAR. 30:  -Enforcement of Collective Bargaining Agreements
          -Arbitration

READINGS:
-D.R. Horton, Inc., 357 NLRB No. 184 (2012)

Apr 6:  -Duty of Fair Representation
        -Agency Fee

READINGS:
Twomey pps. 297-313

APR. 13:  -Public Sector Labor Law
          -Right to Work Laws

READINGS:
Twomey pps. 320-355
-“Matters That Come Before the Commission”
(www.state.nj.us./perc/htlm/publications.html)

APR. 20:  -Proposed Labor Law Reforms
          -Employee Free Choice Act

READINGS:
-www.aflcio.org/joinunion/voiceatwork/efca/qna.cfn

APR. 27:  FINAL EXAM (not cumulative)