Instructor: James M. Cooney, Esq.
Rutgers University, Labor Studies & Employment Relations Department, SMLR
Course #37:575:315:01 (3 Credits)
Fridays, 1:10 p.m. – 4:10 p.m.
Class Location: Murray Hall, Room 212, College Avenue Campus
Tel: 848-932-8560; E-mail: jacooney@rutgers.edu
Office Hours: Before & after class or by appointment

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 regular basis. Please note that
excessive unexcused absences will lower your grade. Unexcused absences in excess of 3
classes may result in a failing grade. Students arriving late to class, or departing class
early, must sign-in/out with a TA.

Course Materials: Course reading materials are found in the Sakai Resources and
Announcements section. The Instructor reserves the right to supplement, substitute,
and/or modify the listed reading selections.
**Academic Records Retention:** Exams, papers, and any other items submitted by students for grading are retained for 2 years before shredding and 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.

**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.

**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:**

SEPT. 7:  -Course Overview

**NO READINGS**

SEPT. 14:  -Federal & State Court Systems
-Anatomy of an Employment Lawsuit
-Remedies

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

SEPT. 21:  -Employment at Will & Exceptions

**READINGS:**

SEPT. 28:  -Title VII of the Civil Rights Act of 1964
-Proving Discrimination
- Race & Color Discrimination

**READINGS:**
McDonnell Douglas Corp. v. Green, 411 U.S. 792 (1973)
OCT. 5: -Constitutional Issues

**READINGS:**

*City of Ontario v. Quon*, U.S. No. 08-1332 (06/17/2010)

OCT. 12: -Polygraphs & Psychological Testing
-Workers’ Compensation

**READINGS:**

*Polkey v. Transtecs Corp.*, 404 F.3rd 1264 (11th Cir. 2005)
*Karraker v. Rent Center Inc.*, No. 04-2881 (7th Cir. 2005)
*Guyton, Gregory P. “A Brief History of Workers’ Compensation”*  

OCT. 19: MID-TERM EXAMINATION

OCT. 26: -Sex Discrimination and Harassment

**READINGS:**

“Sexual Harassment” (EEOC)

NOV. 2: Movie: “North Country”

**NO READINGS**

NOV. 9: -Family & Medical Leave (FMLA and NJFLA)

**READINGS:**

*Cruz v. Publix Super Markets, Inc.*, 428 F.3d 1379 (11th Cir. 2005)

NOV. 16: -Non-Compete & Confidentiality Agreements
-Drug Testing

**READINGS:**

*Nike, Inc. v. McCarthy*, 379 F.3d 576 (9th Cir. 2004)

NOV. 21: (Wednesday) -Whistleblower Protection
-Employment-related Torts

**READINGS:**

NOV. 30: Privacy Issues at the Workplace

**READINGS:**

DEC. 7: FINAL EXAM (not cumulative)

*(Date revised: 09/01/2018)*