

Labor Studies & Employment Relations

Law and the Workplace Concentration or Minor

Are you concerned about advancing the fair treatment of individuals? About dignity and rights at work? Do you know enough about your own rights at work? Are you considering going to Law School? If so, you should consider Law and the Workplace as a focus of your studies. ***We offer this focus either as a concentration within the Labor Studies and Employment Relations major or as a minor!***

Careers related to Law and the Workplace

- **Attorney.** Attorneys work in law firms, corporations, unions, various advocacy organizations, and government or non-profit organizations like universities or hospitals. To become an attorney, you must go to Law School, and a minor or concentration in Law and the Workplace provides an excellent preparation for Law School, particularly for a career focusing on labor or employment law.
- **Mediator or arbitrator.** While most independent mediators or arbitrators have law degrees, some start with a Master of Labor and Employment Relations, which you can earn through our 5-year Bachelor's/Master's program. In addition, many non-union employers are increasingly establishing conflict resolution programs that mimic, in part, the protections against unfair treatment that are common in union workplaces. Due to this trend, these programs also are a growing source of employment opportunities
- **Professional staff representative in a union.** Union representatives use the law extensively as they organize workers, negotiate contracts, and represent individual employees who believe they have been treated unfairly by an employer. Law and the Workplace provides a great starting point for numerous union representative positions in New Jersey.
- **Public policy advocate.** Some people don't just want to know what the law is, they want to change it. They work for a variety of interest organizations, advocating things like greater employee privacy protection, improved health insurance, mandated sick leave for all employees, better treatment for LGBT employees, or higher minimum wages. Others work for organizations that oppose such changes or seek to make changes favorable to employers. Whatever your positions on the issues, a minor or concentration in Law and the Workplace can help you forcefully advocate for them.

For requirements, please see reverse...

For the minor: To complete a minor in *Law and the Workplace*, six courses are required. You must take (a) One 100-level Labor Studies & Employment Relations course, (b) one course in category A and three in category B from the list below, and (c) one other course at the 200 level or higher offered by the Labor Studies and Employment Relations Department.

For the major concentration: To complete a concentration in *Law and the Workplace*, you must fulfill all the requirements of the Labor Studies & Employment Relations major, including one course in category A, and three courses in category B from the list below. Courses in the concentration count toward the major.

Courses specific to the *Law and the Workplace* concentration or minor:

A. (Must take at least 1)

37:575:315 Employment Law
37:575:340 American Labor Law

B. (Must take at least 3 in addition to what is taken in Category A)

37:575:220 Law for Business & Non-Profit Organizations
37:575:302 Comparative Social and Employment Policy
37:575:312 Conflict and Conflict Resolution in the Workplace
37:575:314 Collective Bargaining
37:575:315 Employment Law
37:575:316 Employment Discrimination Law
37:575:320 Immigration and Public Policy
37:575:321 Immigration Law and Employee Rights
37:575:330 Working Women and the Law
37:575:338 Occupational Safety and Health
37:575:340 American Labor Law

Labor Studies & Employment Relations Faculty Involved in this Area

Vik Advani, Instructor, J.D., Rutgers - Camden
Rose Cipparulo, Instructor, J.D., Rutgers-Newark
James Cooney, Instructor, J.D. University of Miami
Adrienne Eaton, Professor, PhD, University of Wisconsin
Carla Katz, Assistant Teaching Professor, J.D., Seton Hall
Lisa Schur, Professor, PhD Berkeley; JD Northeastern
Paula Voos, Professor, PhD, Harvard

Long-Term Adjunct Faculty

Peter DeChiara, Attorney
Joyce Klein, Mediator/Arbitrator
Brian Manetta, Attorney
David Pepe, Attorney
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