RUTGERS

Labor Studies and Employment Relations Department
School of Management and Labor Relations • 50 Labor Center Way
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EMPLOYMENT LAW
Course No. 37-575-315-04

SYLLABUS

SPRING 2017

Professor Brian J. Manetta, Esq.
Tel.: 732-636-0040
Email: bmanetta@msmlaborlaw.com
Course Location: Lucy Stone Hall, Room B-269
Office Hours: Before or after class or by appointment

COURSE DESCRIPTION: This course will provide an overview of the laws governing the employment relationship. The course will cover major issues in employment law, including but not limited to the employment at will doctrine, employee privacy, employment discrimination and employment torts, as well as statutory and common law protection for working men and women. Students will analyze and synthesize information and ideas from multiple sources to generate new insights.

GRADING AND EVALUATION:
Midterm examination: 40% of grade
Final examination: 40% of grade
Attendance and participation: 20% of grade

The final examination will not be cumulative

ATTENDANCE: Students are expected to attend and be prepared for all class sessions. Unexcused absences will be detrimental to student grades. Students are also expected to be prepared and participate fully in class discussions.

BOOKS/READINGS:
Readings will be posted on SAKAI or disseminated in class. Students are responsible to check SAKAI for additional readings prior to each class session.
COURSE SCHEDULE

Week 1
1/23/2017
Introduction and course overview
An introduction to the court system
How to find and read a case

READINGS:  Labor and Employment Law: Text and Cases pp. 18-19, 23-30;
Understanding the Federal Courts
Welcome to the New Jersey Court System

Week 2
1/30/2017
Employment at will

READINGS:  Labor and Employment Law: Text and Cases, 583-604
Principles of Employment Law, Chap. 1

Week 3
2/6/2017
Employment torts

READINGS:  Labor and Employment Law: Text and Cases, pp. 604-613
Gibson v. Kennedy, 23 N.J. 150 (1957)
Restatement (Second) of Agency, §228
Restatement (Second) of Agency, §229
Summary Judgment Brief in Evans v. Jenkins

Week 4
2/13/2017
Employee privacy

READINGS:  Labor and Employment Law: Text and Cases, pp. 615-660

Week 5
2/20/2017
Employment Discrimination

READINGS:  Labor and Employment Law: Text and Cases, pp. 387-462
McDonnell Douglas Corp. v. Green, 411 U.S. 792 (1973)

Week 6
2/27/2017
The employment lawsuit, procedures and remedies
Review for midterm examination

READINGS:  Labor and Employment Law: Text and Cases, pp. 463-514
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<th>3/6/2017</th>
<th>MIDTERM EXAMINATION</th>
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<td>Week 8</td>
<td>3/13/2017</td>
<td>SPRING BREAK</td>
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<td>Week 9</td>
<td>3/20/2017</td>
<td>Age and Disability Discrimination</td>
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<td>READINGS:</td>
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<td><em>Labor and Employment Law: Text and Cases, pp. 515-582</em></td>
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<td>Week 10</td>
<td>3/27/2017</td>
<td>Wage and hour laws, unemployment compensation</td>
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| READINGS: | | *Principles of Employment Law, Chap. 5*
| Week 11 | 4/3/2017 | Family Medical Leave (FMLA, NJ FLA) |
| | | Workers Compensation |
| READINGS: | | *Labor and Employment Law: Text and Cases, pp. 563-577* |
| | | *New Jersey Employment Law, Ch. 6* |
| Week 12 | 4/10/2017 | Whistleblower Protection |
| READINGS: | | *New Jersey Employment Law, Ch. 2, Section III*
| | | *Selected excerpts from the New Jersey Conscientious Employee Protection Act, N.J.S.A. 34:19-1, et. seq.*
| | | *Pierce v. Ortho Pharmaceutical Corp., 84 N.J. 58 (1980)* |
| Week 13 | 4/17/2017 | Constitutional issues |
| | | *Connick v. Myers, 461 U.S. 138 (1983)*
| | | *Principles of Employment Law, by Peggie R. Smith, et. al., pp. 72-80* |
| Week 14 | 4/24/2017 | Safety and Health |
| READINGS: | | *Labor and Employment Law: Text and Cases, pp. 353-386* |
| Week 15 | 5/1/2017 | Review for final examination |
| Week 15 | | FINAL EXAMINATION - TBD |