

RUTGERS

Labor Studies and Employment Relations Department
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AMERICAN LABOR LAW

SYLLABUS

FALL 2019

Professor Brian J. Manetta, Esq.

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Location: AD 120

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Office Hours: Before or after class or by appointment

COURSE DESCRIPTION: This course will provide an overview of the laws that regulate the relationship between labor unions and employers. The course will cover major issues in American Labor Law, including but not limited to its history, union organizing, collective bargaining, strikes, the relationship between the union and its members and the rise of public sector unions. Students will analyze and synthesize information from multiple sources to generate new insights.

GRADING AND EVALUATION:

Midterm examination: 40% of grade

Final examination (non cumulative): 40% of grade

Attendance and participation: 20% of grade

There will be several group projects throughout the semester that will count towards the attendance and participation grade.

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.

Rutgers University welcomes students with disabilities into all of the University's educational programs. In order to receive consideration for reasonable accommodations, a student with a disability must contact the appropriate disability services office at the campus where you are officially enrolled, participate in an intake interview, and provide documentation:

<https://ods.rutgers.edu/students/documentation-guidelines>.

If the documentation supports your request for reasonable accommodations, your campus's disability services office will provide you with a Letter of Accommodations. Please share this letter with your instructors and discuss the accommodations with them as early in your courses as possible. To begin this process, please complete the Registration form on the ODS web site at: <https://ods.rutgers.edu/students/registration-form>.

COURSE SCHEDULE

Week 1

9/03/2019

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
Review the "About NLRB" Section of <https://www.nlr.gov/>

Week 2

9/10/2019

History of the American Labor Law

READINGS:

The Developing Labor Law, Ch. 1

Week 3

9/17/2019

The National Labor Relations Act

READINGS:

Labor and Employment Law: Text and Cases Ch. 4
29 U.S.C. §151
29 U.S.C. §157
29 U.S.C. §159

Week 4

9/24/2019

Collective Bargaining

READINGS:

Negotiating with Winning Words, selected excerpts

Week 5

10/01/2019

Unfair Labor Practices

READINGS:

Labor and Employment Law: Text and Cases Ch. 5
29 U.S.C. §158

Week 6 10/08/2019	Regulation of Union Activity / Mid-term review
READINGS:	<i>29 U.S.C. §158</i> <i>Lechmere, Inc. v. NLRB, 502 U.S. 527 (1992)</i>
Week 7 10/15/2019	MIDTERM EXAMINATION
Week 8 10/22/2019	Strikes and Lockouts
READINGS:	<i>The Developing Labor Law, Ch. 19</i> <i>The Developing Labor Law, Ch. 20</i>
Week 9 10/29/2019	Enforcement of the Collective Bargaining Agreement
READINGS:	<i>How Arbitration Works, selected excerpts</i>
Week 10 11/5/2019	The Duty of Fair Representation
READINGS:	<i>Labor and Employment Law: Text and Cases Ch. 9</i>
Week 11 11/12/2019	Public Sector Labor Law
READINGS:	<i>Janus v. American Federation of State, County and Municipal Employees, Council 31, 128 S.Ct. 2448 (2018)</i> <i>Labor and Employment Law: Text and Cases Ch. 10</i>
Week 12 11/19/2019	Interest Arbitration in the Public Sector
READINGS:	<i>Selected Interest Arbitration Awards</i> <i>N.J.S.A. 34:13A-16</i>
Week 13 12/03/2019	The Future of American Labor Law
READINGS:	<i>Rozenblit v. Lyles, et. als. Docket No. A-1611-17T1 (August 21, 2019)</i>
Week 14 12/10/2019	Review for final examination
Week 15	FINAL EXAMINATION