

EMPLOYMENT LAW (Summer 2021)

Instructor: James M. Cooney, Esq.
Rutgers University, Labor Studies & Employment Relations Department, SMLR
Course #37:575:315 (3 Credits)
July 14 – August 18, 2021
Class Meets **Virtually Via Zoom** on Wednesdays at 6:00 PM
Tel: 848-932-8560; E-mail: jacoooney@rutgers.edu
Virtual Office Hours: By appointment

Class Meeting Times: Classes will *meet virtually via Zoom* at 6:00 PM on WEDNESDAYS. **Students are required to attend the virtual Zoom classes.** The remaining materials for each week will be provided on an *asynchronous* basis, for students to complete at a time of their choosing.

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: **By the end of the course, the student should be 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%)

Academic Records Retention: Exams, papers, and any other items submitted by students for grading are retained for 2 years before 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. (Link will be posted on Canvas)

Course Materials: No textbook. Course reading materials can be found on Canvas. The Instructor reserves the right to supplement, substitute, and/or modify the listed reading selections.

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:

JULY 14:
(Week #1) **TOPICS:**
-Court System
-Anatomy of an Employment Lawsuit
-Remedies
-Employment at Will & Exceptions

READINGS:
“Understanding the Federal Courts”
Pierce v. Ortho Pharmaceutical
Woolley v. Hoffman-LaRoche, Inc.

JULY 21:
(Week #2) **TOPICS:**
-Constitutional Issues
-Title VII, Civil Rights Act of 1964

READINGS:
Pickering v. Board of Education
City of Ontario v. Quon
McDonnell Douglas Corp. v. Green
Griggs v. Duke Power

JULY 28:
(Week #3) **TOPICS:**
-Midterm Exam***
-Family & Medical Leave
-Polygraphs & Psychological Testing
-Disability Discrimination

READINGS:
Gerety v. Hilton Casino Resort
Cruz v. Publix Super Markets, Inc.
Polkey v. Transcoecs Corp.
Karraker v. Rent Center Inc.

AUG. 4:
(Week #4) -Whistleblower Protection
-Employment-related Torts
-Drug Testing
-Non-Compete Agreements

READINGS:

Abbamont v. Piscataway Twp.

Taylor v. Metzger

Treasury Employees v. Von Raab

Nike, Inc. v. McCarthy

AUG. 11: -Movie: "North Country"
(Week #5) -Sex Discrimination and Harassment

READINGS:

Lehmann v. Toys 'R' Us, Inc.

AUG. 18: **Final Exam*** (not cumulative)**
(Week #6)

(Dated: 04/29/2021)