

# LABOR AND EMPLOYMENT LAW (JD CERTIFICATE)

## Admission Requirements and Course of Study<sup>1</sup>

Although there are no formal admission requirements for this program, a completed Certificate Participation form shall be submitted to the Registrar's Office prior to the completion of Certificate course work.

<sup>1</sup> Course substitutions may be approved by the Certificate Program Director and the Associate Dean for Academic Affairs at the School of Law.

## Requirements

The Certificate in Labor and Employment Law requires successful completion of at least fifteen (15) credits from the courses listed below. Courses used to complete the Certificate in Labor and Employment Law may also be used to satisfy other graduation requirements, such as the upper-class writing requirement, practice-based legal requirement, or Bias, Racism, and Cross-Cultural Competency requirement.

Course	Title	Credits
<b>Required Courses</b>		
LAW 7655	Employment Discrimination Law	3
LAW 7773	Employment Law	3
LAW 7766	Labor Law: The Union Organizing Campaign and the National Labor Relations Act	3

### Core Courses

*Students must take at least one course, and a second course may also be taken for Certificate credit*

LAW 7600	Administrative Law	
LAW 7928	Employee Benefits and the Employee Retirement Income Security Act	
LAW 7672	Immigration Law	
LAW 7329	Labor Law: Strikes, Picketing, and Secondary Boycotts	
LAW 7857	Public Litigation Practicum, Advanced	
LAW 7996	Field Placement: Individual <sup>1</sup>	
LAW 7999	Special Research Project <sup>2</sup>	

### Courses in Adjacent Fields

*All of these courses are recommended, but students may take only one course for Certificate credit*

LAW 7605	Business Organizations	
LAW 7416	Clinic: Disability Rights	
LAW 7554	Compliance: The Legal Perspective	
LAW 7330	Corporate Governance and Sustainability	
LAW 7299	Corporations and Human Rights	
LAW 7360	Diversity and Inclusion in the Legal Profession	
LAW 7341	Diversity and the Corporation	
PP 5365	Human Resource Management	
LAW 7715	Intellectual Property	

LAW 7878	International Human Rights
LAW 7777	Race and the American Legal System
LAW 7947	Right to Privacy
LAW 7365	Speech, Society, and the First Amendment

- <sup>1</sup> Provided that the work in such placement must pertain to Labor and Employment Law with an appropriate law firm, company, government, or non-governmental organization and be approved by a faculty advisor for the Certificate program before the field placement begins.
- <sup>2</sup> Provided that the project must pertain to Labor and Employment Law and be approved by a faculty advisor for the Certificate program before work on the project begins.

## Learning Objectives

- Explain the legal rights, duties, and remedies available to workers and employers in the United States.
- Explain the procedural and administrative requirements that workers and employers may face when seeking to vindicate such rights.
- Demonstrate a basic understanding of various modes of workplace governance (including managerial control, regulatory compliance, and collective bargaining) as well as various forms of alternative dispute resolution in the U.S. workplace (including mandatory individual arbitration and grievance arbitration in the shadow of collective bargaining).
- Identify and articulate issues presented by recurring conflicts in and arising out of the American workplace for which existing law may be unsuitable.
- Demonstrate a basic understanding of the historical development of Labor and Employment Law in the United States.