

## **Labor & Employment Law Concentration**

This memorandum lists both the general concentration requirements established by the Law School Concentration Policy as well as the more specific requirements applicable to the Labor & Employment Law Concentration. The document also contains a roster of core faculty for this Concentration.

### General Concentration Requirements

1. Each J.D. student seeking to satisfy the Law School Concentration in Labor & Employment Law will meet with the Faculty Chair each Fall to review courses and plans. LL.M. students seeking this concentration should meet with the Faculty Chair early in the fall semester.

2. Law students must complete at least 12 credits from approved “required” or “recommended” Concentration courses. Except for participation on a journal, students must receive a grade for each Concentration course and achieve a grade of at least 3.0 in each of the Concentration courses taken. Courses taken outside the Law School must comply with both the policy on credits taken outside the Law School and the requirements stated herein. Courses taken while visiting at another law school also must comply with the requirements stated in this memorandum, and the number of credits earned in such courses that are credited for the Concentration may not exceed those awarded for equivalent Law School courses.

3. Students must take at least one course, moot court, clinic, seminar, or independent study that requires a significant writing and research component of at least 25 total pages in length on a labor or employment law topic. The paper should be prepared with text in 12-point type double-spaced, with footnotes single-spaced, and with one-inch margins. A brief may fulfill this requirement if it represents research and writing equivalent to that of a research paper and if the brief is the sole work of the student seeking to satisfy the Concentration requirements. (Students planning to submit a brief should make sure that they retain a draft of the brief that is their sole work to submit in satisfaction of this requirement.)

4. Students must notify the Concentration Faculty Chair of their intent to fulfill the Concentration requirements before submission of the Graduation Assessment Form.

5. Students who have successfully completed the Concentration will receive a special certificate following graduation and may, at the time of completing the Graduation Assessment Form, request that a notation of Concentration fulfillment appear on their transcript records. In order to receive a special certificate following graduation, a student must identify the intention to satisfy the requirements of the Concentration on the Graduation Assessment Form supplied to third-year J.D. students and second semester LL.M. students by the Registrar’s Office. The student must submit a Concentration Completion Memorandum to the Concentration Faculty Chair by the end of March of the student’s graduation year which specifies all eligible courses taken, grades received,

other activities undertaken, and expected fulfillment of Concentration requirements. The student must also submit to the Faculty Chair a copy of the student's research paper by May 15. The Faculty Chair will, in a timely fashion, send a memo to the Registrar confirming that the student has fulfilled the requirements of the Concentration.

6. Students are encouraged to plan their completion of the concentration requirements well in advance as not all courses are offered every year. In particular, LL.M. students are encouraged to seek advising early as their participation in non-law courses is more limited than J.D. students, and LL.M. students do not participate in clinics, moot courts and journals.

#### Specific Requirements of the Concentration in Labor & Employment Law

7. Required Courses—Law School: Students must take at least two of the following three courses.

- a. Law 6203—Labor Law (3 credits)
- b. Law 6631—Employment Discrimination (3 credits)
- c. Law 6632—Employment Law (3 credits)

8. Recommended Courses—Law School

- a. Law 6238—Regulated Issues of Employment Law (2 credits)
- b. Law 6244—Employee Benefits (2 credits)
- c. Law 6625—Disability in the Workplace (3 credits)
- d. Law 6804—Seminar: Labor Law Writing (3 credits; contains significant writing requirement)
- e. Law 6820—Civil Rights (2 credits)
- f. Law 6833—ADR in the Workplace (3 credits)
- g. Law 6870—Seminar: Negotiations (2 credits)
- h. Law 6872—Immigration Law (3 credits)
- i. Law 6905—Seminar: Public Employment (2 credits; contains significant writing requirement)
- j. Law 6954—Comparative Labor and Employment Law (2 credits)
- k. Law 6206—Mediation Training (3 credits)
- l. Law 6833—Alternative Dispute Resolution (2 credits)
- m. Law 7015/16—Workers Rights Clinic (4/3 credits; may include satisfaction of significant writing requirement)
- n. Law 7045/7046/7047—Wagner Moot Court 3L Competition Team (2 credits; may include satisfaction of significant writing requirement only if the student produces an individual rather than a joint written product.)
- o. Law 7608—Independent Study, including NLRB & EEOC (2 credits; may include satisfaction of significant writing requirement)
- p. The Labor Lawyer—2L Staff Members (2/1 credits; likely will satisfy significant writing requirement). 3L Editors (3/3 credits).

- q. Law Review, Journal of Law & Inequality, Journal of International Law, or Journal of Science and Technology (concentration credits awarded only for an article on a labor or employment law subject: 2 credits; may include satisfaction of significant writing requirement)
- r. Law 6860—Seminar: Advanced Topics in Labor and Employment Law (2 credits; may include satisfaction of significant writing requirement)
- s. Capstone in Labor and Employment Law (4 credits)

9. Eligible Graduate Level Courses (5000-8000) in Other University Departments

- a. HRIR 5000 – Topics in Human Resources and Industrial Relations (2 credits)
- b. HRIR 5021—Systems of Conflict and Dispute Resolution (4 credits)
- c. HRIR 5022—Managing Diversity (2 credits)
- d. HRIR 5024—Employee Performance: Appraisal and Management (2 credits)
- e. HRIR 5025—Comparative and International Human Resources and Industrial Relations (2 credits)
- f. HRIR 5026—Innovative HR Leadership in the Context of Change and Uncertainty (2 credits)
- g. HRIR 5054 —Public Policies on Employee Benefits (2 credits)
- h. HRIR 5061—Public Policies on Work and Pay (3 credits)
- i. HRIR 5062—Personnel Economics (2 credits)
- j. HRIR 8071—Labor Relations and Collective Bargaining (4 credits)
- k. INS 5101—Employee Benefits and Pensions (2 credits)
- l. PA 5401—Poverty, Inequality, and Public Policy (3 credits)
- m. PA 5431— Public Policies on Work and Pay (3 credits)
- n. APEC 5511—Labor Economics (3 credits)
- o. SOC 8201 —Social Stratification and Mobility (3 credits)
- p. SOC 8421—Work and Occupations (3 credits)

10. A student may petition the Concentration Faculty Chair to include a course not listed here if the course will substantially further the student’s understanding of this Concentration’s subject matter.

11. Core law school faculty for this Concentration are listed below. Faculty may be added (*e.g.*, upon joining this University) or removed (*e.g.*, if the faculty member’s teaching interests move away from the subject matter of this Concentration) at the discretion of the Concentration Faculty Chair.

- a. Stephen Befort
- b. Laura Cooper
- c. Ralph Hall (Distinguished Visiting Professor)
- d. Jill Hasday
- e. Amy Monahan
- f. Ruth Okediji

g. Lisa Stratton  
h. Carl Warren

The Concentration Faculty Chair for 2009-20010 is Professor Stephen Befort.

Revised, September 4, 2009