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Labor and Employment Law
Chicago-Kent College of Law



The increasing complexity of labor and employment law demands attorneys who can readily learn and adapt to the changing landscape of the American workplace. This program combines classroom theory, doctrine and skills training with numerous opportunities for interaction with leading academics and practitioners.

Requirements

You must complete four core courses, an elective course and a seminar within the program curriculum, and one practicum option. For details, visit www.kentlaw.edu/academics/plel.

Core Courses

Labor Law (4 credits) Examine the theory and practice of the law governing relationships between labor unions and employers. You'll cover the historical background of labor relations law; union organizing; the selection of union representation; collective bargaining; strikes, boycotts and picketing; grievance and arbitration procedures; and more.

Employment Relationships (3 credits) Focus on the legal relationship between employer and employee, from the common law aspects of that relationship, particularly contracts and torts, to statutory modifications of the common law.

Employment Discrimination (3 credits)

Examine federal law concerning discrimination in employment on the bases of race, sex, religion, national origin, age and disability.

Legal Writing 4—Labor and Employment Law (3 credits) Master advanced research, writing and drafting skills essential to labor and employment law and satisfy the fourth component of the J.D. legal writing requirement.

Additional Courses and Seminars

Offerings vary from year to year.

ADR in the Workplace (2 credits) Learn, from a practical perspective, employment-related alternative dispute resolution techniques both in the union setting, focusing on collective bargaining and arbitration, and in the non-union setting, focusing on mediation and arbitration.

Disability Law (2 credits) Examine statutes and cases concerning people with mental and physical disabilities. Study the processes of administrative and judicial review as they have adapted to resolve these cases, the preparation of disability cases, the use of expert witnesses, and the role of attorneys in disability negotiations.

Employee Benefits Law (2 or 3 credits) Undertake a detailed study of the law governing retirement plans and related fringe benefits, focusing on employer-sponsored pension plans that qualify for favorable tax treatment under the Internal Revenue Code.

Harassment in Employment Law (2 credits) Examine the development of and still-open questions in one of the newest and most complex areas of employment law and pursue your own research into a broad range of harassment-related topics.

International and Comparative Labor and Employment Law (3 credits) Examine human rights, labor rights and labor standards in the context of an international economy heavily regulated by bilateral and multilateral trade agreements. Study the impact of globalization on domestic labor and employment law, attempts to create transnational labor regimes, and the significance of these developments.

Privacy Rights in Employment (2 credits) Focus on matters affecting the privacy rights of the individual in private-sector employment.

Public Sector Employees (2 credits) Examine the constitutional, common law and statutory issues arising in labor relations and collective bargaining between governmental units and public employees and their unions.

Work and Family (2 credits) Explore the challenges of work and family as they play out with respect to employers, employees, families and policymakers. Examine not only the law but the structure, economics and sociology of families and of the workplace.

Workers' Compensation Law (2 credits) Study the rights and responsibilities of injured employees and their employers under workers' compensation and occupational disease statutes, and examine third-party actions as well.

Practicum

Choose one of three options: a labor/employment law externship, an in-house clinic, or a course in Employment Litigation.

Opportunities and Resources

You may be eligible for scholarship support based on academic performance, prior experience in labor and employment relations, and financial need.

Broaden your understanding through speaker events, seminars, journals and course offerings sponsored by the Institute for Law and the Workplace. Students often take part in the ABA Section of Labor and Employment Law Student Trial Advocacy Competition and the Wagner National Labor and Employment Law Moot Court Competition.

Qualified students also may serve on student editorial boards for the institute's two publications: *EMPLOYEE RIGHTS AND EMPLOYMENT POLICY JOURNAL* and *ILLINOIS PUBLIC EMPLOYEE RELATIONS REPORT*.

The institute sponsors the Louis Jackson National Student Writing Competition in Employment and Labor Law, awarding one \$3,000 prize and two \$1,000 prizes for papers on workplace law.

Faculty

Members of the resident faculty are noted authorities on labor and employment law, with interests that include the legal relationship between workers and their unions, age discrimination, wrongful discharge, employment agreements, and feminist issues in the workplace.

Professor Martin H. Malin
Director, Institute for Law and the Workplace
B.A., Michigan State University; J.D., George Washington University Law School. Has written extensively on all aspects of labor and employment law, including **PUBLIC SECTOR EMPLOYMENT**, a leading law school casebook; a new casebook titled **LABOR LAW IN THE CONTEMPORARY WORKPLACE**; and **INDIVIDUAL RIGHTS WITHIN THE UNION**, the leading treatise on the legal relationship between workers and their unions. Serves on a number of state and national arbitration panels, and is a hearing officer for the Chicago Commission on Human Relations.

Professor Mary Rose Strubbe
Assistant Director, Institute for Law and the Workplace
B.A., Mundelein College; J.D., Chicago-Kent College of Law. Author of numerous articles on employment law and principal author and editor-in-chief of the 1999 cumulative supplement to the treatise **SEXUAL HARASSMENT IN EMPLOYMENT LAW**. Eleven years in private practice handling employment-related cases.

Professor Howard C. Eglit
B.A., University of Michigan; J.D., University of Chicago Law School.

Professor Richard J. Gonzalez
B.A., Northwestern University; J.D., Ohio State University College of Law.

Professor Laurie E. Leader
A.B., Washington University; J.D., Cleveland-Marshall College of Law.

Professor Henry H. Perritt, Jr.
S.B., S.M., Massachusetts Institute of Technology; J.D., Georgetown University Law Center.

Professor César F. Rosado Marzán
B.A., Haverford College; M.A., Princeton University; J.D., University of Pennsylvania Law School; Ph.D., Princeton University.

Professor Carolyn Shapiro
B.A., University of Chicago; M.A., University of Chicago, Harris Graduate School of Public Policy; J.D., University of Chicago Law School.

Professor Jeffrey G. Sherman
A.B., Harvard University; J.D., Harvard Law School.

Administration

Assistant Dean Francine Soliunas
Executive Director, Institute for Law and the Workplace
B.S., DePaul University; J.D., DePaul University College of Law.

Alumni Mentors

The law school is fortunate to have a strong network of senior alumni and more recent graduates who practice in all areas of the law governing the workplace. This network includes partners and associates in law firms representing management, labor and employees; in-house labor/employment counsel with corporations, public employers and labor unions; employee benefits law specialists; workers' compensation law specialists; and federal and state governmental regulatory agency staff and officials. Each interested student is matched with an alumni mentor in the field of the student's interest. Furthermore, in its brief history, the program has established a growing network of its graduates in all aspects of labor and employment law practice.

For additional information
and to schedule a visit, contact:

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