To: Students in the Labor/Employment Certificate Program or in the Joint Labor/Employment – LADR program

From: Prof Martin H. Malin

Re: Course information helpful for registering for fall 2018

Date: April 23, 2018

Hello Everyone,

As registration for fall semester 2018 is upon us, it is helpful to review the requirements for the certificate and the options for the coming semester. As always, if you have questions, please feel free to contact me, Assistant Dean Marsha Ross-Jackson, or Professor César Rosado Marzán.

You are required to take seven courses to earn the Labor/Employment Law Certificate:

1. Employment Discrimination
2. Employment Relationships
3. Labor Law
4. Legal Writing 4 – Labor/Employment Law

If you are eligible for the Legal Writing 4 Equivalency because you are on Law Review, in Moot Court Honor Society/Appellate Advocacy course, taking a judicial externship, or taking Pre-Trial Litigation or Criminal Litigation, you are required to do two things – take the Equivalency in the same semester as the semester in which you do the qualifying activity (except for summer judicial externships, where you are permitted to take the Equivalency the immediately following semester) – and arrange to attend the research training segments of one of the Legal Writing 4 Labor/Employment courses in the spring. This spring we were able to record those classes and students were able to view the recording when it was convenient for them.

5. A labor/employment elective.
6. A Practicum – to fulfill the Practicum requirement, you can take the Employment Litigation class, offered in the fall in the evening, or do an externship through Assistant Dean Marsha Ross-Jackson, or take Employment Clinic for four credit hours. All of these activities must be done in your last year of law school or, if you are evening students, during any of your last three semesters. Day students who took Employment Relationships as first year students may do the externship in the spring of their second year. Others who may wish to do the externship in the spring of their second year should contact Dean Marsha Ross-Jackson. Additionally, you may satisfy the Practicum requirement by taking Pre-Trial Litigation if you are working toward the joint LADR/Labor and Employment Certificate and you are taking or have taken either Employment Discrimination or Employment Relationships.
7. You must take a seminar on a labor or employment law topic, or do independent research in lieu of a seminar with a sponsoring faculty member. Note that to fulfill C-K’s
graduation requirement, you must take your seminar after you have completed at least 54 credit hours and after you have completed Legal Writing 4, unless you have permission to do otherwise from Dean Sowle.

If you are in the joint LADR/Labor and Employment Certificate program, there are a total of nine required courses, as follows:

a. Labor Law
b. Employment Relationships
c. Evidence
d. Legal Writing 4 for Labor/Employment
e. Seminar on a labor/employment law related topic
f. Either Pre-trial Litigation or Employment Litigation
g. Mediation and ADR Procedures OR the ADR in the Workplace intensive intersession course
h. PLUS TWO of the following –
   Employment Discrimination
   Labor or Employment Law Externship
   In-house Employment Law Clinic
   Trial Advocacy I

Fall 2018 Registration

- **If you are planning to graduate in December**, you must fulfill any certificate program requirements that remain. Employment Discrimination will be offered in the day (Monday, Wednesday 1:30 – 2:55, Professor Malin) and in the evening (Monday, Wednesday 6:00 – 7:25 Professor Kreis). Labor Law will be offered in the day (Tuesday, Thursday 1:55 – 3:45, Professor Rosádo. If you have yet to take your seminar, you may take Privacy Rights in Employment (Tuesday, 6:00 – 7:50, Professor LeGear). With permission, you may take a different seminar as long as you write your paper on a labor/employment law topic and obtain prior approval from me. If you have yet to take your labor/employment elective, you may take Workers Compensation, (Thursday, 6:00 – 7:50, Professor Bareck). If you have yet to fulfill the practicum requirement, you must do so fall semester either with the Employment Law Clinic or Labor/Employment Law Externship, or Employment Litigation class (Monday, Wednesday. 6:00 – 7:25 Professors Gonzalez & Park).

- **Evening Students Entering Their Fourth Year and Day Students entering their Third Year:** If you have not taken Labor Law or Employment Discrimination you should take it or them in the fall semester as they will not be offered in the spring. As we advised you last year, Labor Law will only be offered in the day. It will meet (Tuesday, Thursday 1:55 – 3:45 with Professor Rosado). Employment Discrimination will be offered day and evening – (Monday, Wednesday 1:30 – 2:55 with Professor Malin) and
(Monday, Wednesday 6:00 – 7:25 with Professor Kreis). If you plan to fulfill your practicum requirement with Employment Litigation class, it will be offered only in the fall, (Monday, Wednesday 6:00 – 7:25 with Professors Gonzalez & Park). Employment Law Clinic and Labor/Employment Externship will be offered both fall and spring semesters. You should fulfill your seminar requirement. Privacy rights in Employment will be offered in the fall, (Tuesday, 6:00 – 7:50 with Professor LeGear). We also plan to offer International & Comparative Labor/Employment Law with Professor Rosado in the spring. If you have not taken your elective, Workers Compensation is being offered in the fall, (Thursday, 6:00 – 7:50 with Professor Bareck). We also plan to offer intensive ADR in the Workplace with Professor Malin during the intersession in January and we expect to offer Employee Benefits in the spring.

- **Evening Students Entering Their Third Year:** If you did not take Labor Law this spring, you may take it this coming fall in the day (Tuesday, Thursday 1:55 – 3:45, Professor Rosado) if it fits into your schedule or wait until fall 2019 when it likely will again be offered in the evening. If you have not yet taken Employment Discrimination, you should take it this fall. The evening section meets (Monday and Wednesday, 6:00 – 7:25 with Professor Kreis). If it fits into your schedule, you may take the day section, (Monday, Wednesday 1:30 – 2:55 with Professor Malin). If you have not yet taken Legal Writing 3, you must take it this fall. (This is a law school graduation requirement, not a certificate program requirement.) If you have not yet taken Legal Writing 4, you should wait until the spring when Legal Writing 4 - Labor/Employment will be offered. If you would like to fulfill your elective, Workers Compensation is being offered in the fall, (Thursday, 6:00 – 7:50 with Professor Bareck). We also plan to offer intensive ADR in the Workplace with Professor Malin during the intersession in January and we expect to offer Employee Benefits in the spring.

- **Day Students Entering Their Second Year:** We strongly recommend that you take Labor Law, (Tuesday, Thursday 1:55 – 3:25 with Professor Rosado) and Employment Discrimination, (Monday, Wednesday 1:30 – 2:55 with Professor Malin) or Monday, (Wednesday 6:00 – 7:25 with Professor Kreis). Note that the day section of Employment Discrimination conflicts with Professor Schmidt’s section of Constitutional Law so if you take the day section of Employment Discrimination you should enroll in either Professor Heyman’s or Professor Rosen’s Constitutional Law section. You must take Legal Writing 3. That totals 12 credits. We suggest that you round out your schedule with one of the “core courses” (our term), such as Business Organizations, (Monday, Tuesday, Wednesday 8:30 – 9:45 a.m with Professor Conviser) or (Monday, Wednesday 5:30 – 7:20 with Professor Robbins); Personal Income Tax, (Tuesday, Thursday 6:00 – 7:25 with Professor Goldsher); or Evidence, (Monday, Wednesday, Thursday, 12:50 – 1:45 with Professor Godfrey) (if you take the evening section of Employment Discrimination).

- **Evening Students Entering Their Second Year:** You must take Civil Procedure and Legislation. We suggest you also take Employment Discrimination, (Monday,
Wednesday 6:00 – 7:25 with Professor Kreis) (backs up nicely to Legislation). You may also consider Legal Writing 3, (Monday, Wednesday 5:00 – 5:55 with Professor Molz) or (Tuesday, Thursday, 5:00 – 5:55 with Professor Malone).