

**Masters in Human Resources and Labor Relations  
University of Wisconsin - Milwaukee**

**EMPLOYMENT LAW  
486-712**

**Fall Semester 2007**

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***Instructor:*** Alan M. Levy  
Bolton 832 (One hour before each class) or  
Suite 1800  
411 East Wisconsin Avenue  
Milwaukee, WI 53202  
(414) 273-3910  
[alevy@lindner-marsack.com](mailto:alevy@lindner-marsack.com) OR [amluclaw@sbcglobal.net](mailto:amluclaw@sbcglobal.net)

***Text:*** Rothstein and Liebman, Cases and Materials on Employment Law, Sixth Edition, Foundation Press, University Casebook Series, New York, New York, 2007, ISBN 1-59941-174-1, with 2007 Statutory Supplement (paperback), ISBN 1-59941-351-8.

***Course  
Description:***

A survey and analysis of federal and Wisconsin employment law other than the regulation of collective bargaining and union administration. Particular emphasis will be given to employment contracts, hiring and termination of employees, anti-discrimination legislation and its administration, protective labor legislation such as wage and hour and fringe benefit requirements and administration. This will include consideration of the employment aspects of the Americans with Disabilities Act, and the Civil Rights Act of 1991, as well as the Family and Medical Leave Acts (both state and federal) and COBRA.

The course will be taught in the Socratic method. A written open book midterm examination will gauge student development and constitute one-fourth of the course grade. An in-class, open book final examination will comprise the remainder of the grade.

The purpose of the course is to review general labor and employment law (other than the collective bargaining areas covered in Labor Law and the more detailed Employment Retirement Income Security Act issues taught in courses about compensation and benefits administration). The successful student will understand the general rules, how those rules are administered, the policies behind those rules, and when to ask questions about the details of apparent legal issues. The student will also become acquainted with legal reasoning and methodology.

Information on MHRLR policies on participation by students with disabilities, accommodation for religious observances, academic conduct, complaint procedures, grade appeal procedures, and other standing policies (e.g., sexual harassment, incompletes) is available in the main office in Bolton 842. Any student with special needs of any sort should contact me after class, by telephone or e-mail, or in the office during the first week of classes

## READING ASSIGNMENTS

<b>Class</b>	<b>Date</b>	<b>Pages</b>
I	September 6, 2007	Introduction to page 78
II	September 13, 2007	80-217
III	September 20, 2007	218-318
IV	September 27, 2007	319-386
V	October 4, 2007	388-448
VI	October 11, 2007	492-577
VII	October 18, 2007	579-686
VIII	October 25, 2007	Midterm Exam
IX	November 1, 2007	687-699, 732-779
X	November 8, 2007	867-987
XI	November 15, 2007	988-1030
XII	November 22, 2007	No Class - Thanksgiving
XIII	November 29, 2007	1032-1077, 1146-1209
XIV	December 6, 2007	Review & Catch up
XV	December 13, 2007	Study Day
XVI	December 20, 2007	Final Exam