

Labor Law
Fall 2014
University of Missouri School of Law

Contact Information

Professor Rafael Gely
Office: Room 206A
Office Phone: (573) 882-8084
Cel Phone: (513) 328-9037
E-mail: gelyr@missouri.edu

Course Materials

- (1) Labor Law in the Contemporary Workplace, Dau-Schmidt, et al. 2nd Edition
- (2) Statutory Supplement to Labor Law in the Contemporary Workplace, Dau-Schmidt, et al., 2nd Edition.
- (3) TWEN webpage

Information about the Course

This course relates to the regulation of the employment relations in the private sector under the National Labor Relations Act (“NLRA”) as amended. The NLRA regulates the process by which employees in the United States can organize collectively and bargain with their employers with regards to terms as conditions of employment. There is no overlap between this course and Employment Law, and minimum overlap with Labor Arbitration.

The course will be conducted as a simulation. The objective of the simulation is to allow students to apply the materials we will be discussing in class. I will play the role of the owner and president of Labor Law Enterprises, a private company dedicated to the production of Labor Law knowledge. You will play the role of employees.

Pages 3 and 4 (below) contain the terms of employment as decided unilaterally by me, the owner of the enterprise. You will be expected to comply with each of these terms. I retain absolute control over the terms of employment unless you decide to organize and bargain collectively with me for a change. It is up to you to figure out how to make an election happen. Materials relevant to that task can be found on my TWEN webpage under the “Organizing Materials” link.

Students with Special Needs

If you anticipate barriers related to the format or requirements of this course, if you have emergency medical information to share with me, or if you need to make arrangements in case the building must be evacuated, please let me know as soon as possible. If disability related accommodations are necessary (for example, a note taker, extended time on exams, captioning), please register with the Office of Disability Services (<http://disabilityservices.missouri.edu>), S5 Memorial Union, 573- 882-4696, and then notify the Associate Dean for Academic Affairs (Dean

Chris Wells). For other MU resources for students with disabilities, click on "Disability Resources" on the MU homepage.

Intellectual Pluralism:

The School of Law community welcomes intellectual diversity and respects student's rights. Students who have questions concerning the quality of instruction in this class may address concerns to either the Dean or the Director of the Office of Students Rights and Responsibilities. All students will have the opportunity to submit an anonymous evaluation of the instructor at the end of the semester.

Academic Integrity:

Academic integrity is fundamental to the activities and principles of the School of Law. All members of the Law School Community must be confident that each person's work has been responsibly and honorably acquired, developed and presented. Any effort to gain an advantage not given to all students is dishonest whether or not the effort is successful. The Law School Community regards breaches of the Law School's Honor Code as extremely serious matters. In the event that you violate our Academic Integrity rules on any portion of the work required for this class, you may expect a failing grade, as well as possible disciplinary sanctions ranging from probation to expulsion.

EMPLOYEE HANDBOOK
Labor Law Enterprise

Company Owner and President: Rafael Gely
Production Periods: Wednesday and Friday 9:00 to 10:15
Room 332A
President's "Open Door" Hour: Thursday 12 to 1 pm

Disclaimer

This handbook is not a contract. Nothing in this handbook should be construed as creating contractual rights between Labor Law Enterprise and its employees. The managerial practices outlined in this handbook are merely aspirational and are not intended to give rise to any contractual rights. All employees of Labor Law Enterprise are employees at will whose terms of employment are subject at any time to unilateral modification by the employer.

I. Work Requirements

A. General Duties

All employees are expected to do the readings outlined below and attend production periods. Our production goal is to cover the entire book over the next 14 weeks. Specific assignments will be announced on a weekly basis. The Employer reserves the right to assign reading assignments of any length and to test the employees' understanding of the readings by means of "pop-up" quizzes. Starting in the fourth week of the semester, all employees will be required to turn in weekly two-page memo on a topic to be assigned by the Employer.

All employees will have to complete a close-book, 3 hour, final exam. The final exam will take place on December 16th.

II. Discipline

A. Employee Discipline

All employees are employees at will and the President retains the right to discharge or discipline any employee for any reason, including, but not limited to: missed attendance, tardiness, "passing", poor productivity.

B. No Solicitation

Solicitation of any kind is banned from company premises. "Company premises" include the entire Hulston Hall, including the patio area on the east side of the building.

C. Employee Confidentiality

Employee records are considered to be confidential. As such employees are prohibited from discussing with any other person information related to their jobs or the jobs of fellow LLE employees.

III. Compensation

A. Wages

The President (or his designee) will read all papers and exams to the extent he feels is necessary to evaluate the quality of the work and will assign whatever grade he, in his discretion, feels that the work merits. Papers and exams will be evaluated based on the demonstrated understanding of the relevant legal principles and arguments, the application of those principles and arguments to the relevant facts, and the quality of writing. Class participation will also be considered in grading.

In assigning final grades the President will seek to achieve a median grade of 81.

B. Vacation and Holidays

All employees will receive an unpaid vacation on the following dates:

Sept. 24

Oct. 24

Oct. 29

November 24 to 28

Make-up dates might be scheduled at the discretion of Labor Law Enterprises. Employees will be provided appropriate notice.

Welcome to Labor Law Enterprises

We hope you will enjoy being a member of the Labor Law Enterprise family!