Course Description: Employment Law
Professor Douglas E. Ray

This three credit course focuses on major federal employment laws affecting individual employees excluding laws and topics involving unions and collective bargaining which are covered in Labor Law.

Coverage includes legal regulation of the hiring and firing processes, testing and privacy issues, wage and hour laws, laws affecting benefits, occupational safety and health, workers compensation, unemployment insurance and related topics.

The course will also briefly touch on employment discrimination issues as they affect the employment relationship but not in the depth nor the detail of the Employment Discrimination Law course.

Because of increased legislation and expanding litigation in these areas, labor and employment law is among the fastest growing of legal specialties. Labor and employment law specialists work in plaintiff firms, defense firms, and labor and employment law boutique firms, as government attorneys, and as in-house counsel. In addition, many labor and employment lawyers serve in non-lawyer positions with companies, corporations and government agencies where they lead Personnel, Industrial Relations and HR departments.