

**Southern Illinois University Simmons Law School**  
**LABOR LAW – LAW 553 - 3**  
**Monday 5-7:30PM**  
**Room 204**  
**Adjunct Professor Amy Rose**  
**aerlaw@gmail.com**

**Text:**

*Labor Law in the Contemporary Workplace*, Fourth Edition 2024  
Dau-Schmidt, Corrada, Cameron, Marzan, Oswalt, and Gely  
ISBN: 979-8-88786-161-6

**Learning Objectives:**

To introduce the concept and origin of labor law.

To gain a general understanding of labor law.

To gain practical application from a practitioner in the field.

To provide a foundation for those students who want to become practitioners in this field.

This course will be focused on professional identity, bias, cross-cultural competency, and anti-racism.

**Course Schedule:**

**August 18** – Class 1, Introduction to Labor Law – The Evolution of the Contemporary Workplace

Assigned Reading: Chapter 1

**August 25** – Class 2, Collective Action and Representation

Assigned Reading: Chapter 2

**September 1** – No Class – LABOR DAY

**September 8** – Class 3, Boundaries of Collective Representation

Assigned Reading: Chapter 3

**September 15**- Class 4, Establishing Collective Representation

Assigned Reading: Chapter 4

**September 22-** Class 5, Collective Bargaining

Assigned Reading: Chapter 5

**September 29-** Class 6, Economic Weapons

Assigned Reading: Chapter 6

**October 6-** Class 7, Life Under the Collective Bargaining Agreement

Assigned Reading: Chapter 7

**October 13-** Class 8, Simulated Collective Bargaining Sessions

This will be a graded project. You will be expected to work with an assigned team and come to class prepared to simulate a bargaining session. The teams will be designated as either representing union or management. I will provide more details in class leading up to the project.

**October 20-** Class 9, Unions and Activism: Expanding the Boundaries of the Modern Labor Law Practice

Assigned Reading: Chapter 8

**October 27-** Class 10, Ending the Collective Bargaining Relationship

Assigned Reading: Chapter 9

**November 3-** Class 11, Preemption

Assigned Reading: Chapter 10

**November 10-** Class 12, Grievances and Grievance Arbitration

Assigned Reading: Materials will be provided prior to this class.

Out of class assignment: using a provided fact pattern and collective bargaining agreement, you will determine if there is merit to file a grievance, and if so, submit a written grievance.

**November 17 –** Class 13, Interest Arbitration and the Right to Strike Units

Assigned Reading: Materials will be provided prior to this class

The final exam will be a take home format. I will provide more details closer to the exam.

\*Please note that this syllabus is subject to change with notice. There may be a class or two that will be online rather than in person due to my work obligations out of state, but advance notice

will be provided. Additionally, my plan is to have labor leaders in the industry attend a couple of classes to share their experiences and engage in dialogue with the class in order to allow real-time insight into emerging labor issues.

**Grading:**

25% - class participation

15% - writing assignment

10% - simulated collective bargaining session

50% - take home exam

**Additional Information:**

**ATTENDANCE:** In accordance with ABA Standard 308(a), the right to take exams, as well as the privilege of continuing as a student at the Simmons Law School, is conditioned on regular attendance and satisfactory completion of coursework. Unless the instructor has announced a rule allowing fewer absences, or except for extraordinary circumstances; however, a student enrolled in a first-year course may not accumulate class hour absences in excess of twice the credit hours in any particular course during the term, and a student enrolled in any other course may not accumulate class hour absences in excess of three times the credit hours in that course during the term. Class hours will be calculated on a fifty minute basis. Absent agreement of the instructor, missing all or part of a class counts as missing all of the class minutes for that class. Attendance will be taken in class and attendance records will be kept for one year. Violation of this attendance rule shall subject the student to the penalties of the Simmons Law School attendance policy. The attendance requirement is not subject to modification by a professor, nor may a professor excuse an absence. If the absences allowed under this provision have been exhausted, the Associate Dean for Academic Affairs may grant leave and relief from the regular attendance requirement in extraordinary circumstances, as noted in the policy.

**CLASS PARTICIPATION:** I expect that you come to class having read the material for the day and are ready to participate in class discussion. Students will be called upon in class, often without advance notice, so be prepared to discuss the concepts and material in class. Everyone is expected to participate in class discussion, and you are always welcome to raise your hand and volunteer an answer, offer an observation, or ask a question. We can all learn from each other.

**OFFICE HOURS:** Please contact me at [aerlaw@gmail.com](mailto:aerlaw@gmail.com) or (618) 357-1976 to set up a meeting. I will also arrive early to class, and will stay after class to have any discussions with students at that time.

**BAN ON COLLABORATION AND PLAGIARISM:** You are not allowed to obtain help from any other person (including any other student) or from generative artificial intelligence (including, but not limited to, ChatGPT) on the class projects, writing assignment, or exam. This ban on collaboration includes obtaining written materials from any other person or generative artificial intelligence and communicating with any other person about an assignment. You may also be found in violation of the Honor Code, which can lead to serious penalties, including expulsion. An Honor Code investigation must also be reported to the Bar Examiners, even if you are cleared of any violation. When in doubt, please consult with me.

**EMERGENCY PROCEDURES:** We ask that you become familiar with Emergency Preparedness at SIU. Emergency response information is available on posters in buildings on campus, on the Emergency Preparedness at SIU website, and through text and email alerts.

**DISABILITY POLICY:** SIU Carbondale is committed to providing an inclusive and accessible experience for all students with disabilities. The Office for Access & Accommodations coordinates the implementation of accommodations. If you think you may be eligible for accommodations but have not yet obtained approval, please contact the office at 618-453-5738 or [access@siu.edu](mailto:access@siu.edu). You may request accommodations at any time, but timely requests help to ensure accommodations are in place when needed. Accommodations and services are determined through an interactive process with students and may involve consideration of specific course design and learning objectives in consultation with faculty. Please send approved accommodations to your faculty through the OAA online portal.

**SALUKI CARES and COUNSELING & PSYCHOLOGICAL SERVICES (CAPS):** The purpose of Saluki Cares is to develop, facilitate, and coordinate a university-wide program of care and support for students in any type of distress – physical, emotional, financial, or personal. By working closely with faculty, staff, students, and their families, SIU will continue to display a culture of care and demonstrate to our students and their families that they are an important part of the community. For information on Saluki Cares, call 618-453-2461 or [siucares@siu.edu](mailto:siucares@siu.edu). Associate Dean Sheila Simon is available at the Simmons Law School to help students access university resources. Additionally, counseling services are available through CAPS. A counselor is at the law school for drop in appointments.

**SAFETY AWARENESS FACTS AND EDUCATION:** Title IX makes it clear that violence and harassment based on sex and gender is a civil rights offense subject to the same kinds of accountability and support applied to offenses against other protected categories such as race, national origin, etc. If you or someone you know has been harassed or assaulted, you can find the appropriate resources at <http://safe.siu.edu>.