

LAW 590- 3 LABOR LAW SENIOR WRITING SEMINAR
SPRING 2023

1. **INTRODUCTION**

Hello All! Welcome to our Labor Law Senior Writing Seminar. If you have not had me before, I am an SIU Law alumni engaged in my own private practice at Caraway, Broombaugh, P.C. in Belleville, Illinois. I focus my practice on litigation related to representing injured workers, injured persons in civil matters and labor/employment law related primarily to Educational Law, representing most of the union employees of the metro-east area and Peoria. I am a trial lawyer first and foremost in all of these categories.

This course is designed to produce a publishable style research paper on a labor law topic. To aid in this endeavor, I will lecture over each section of the assignment and have individual conferences with each of you specific to your paper as we progress.

2. **CONTACT INFORMATION**

We will be transmitting and reviewing many documents on our road to the final paper. Please utilize carawaylaw@hotmail.com for any submissions or communications with me. Also, please feel free to text my phone at 618-792-2900 any time. I will need you to provide your email you wish to utilize and your phone number as well. I will be requiring multiple conferences either by phone or via videoconferencing throughout the summer term.

3. **TWEN**

We will be utilizing TWEN for assignments. Please make sure to sign up to the page.

4. **REQUIRED COURSE WORK AND COURSE CALENDAR**

ALL CLASSES INCLUDING INDIVIDUAL FEEDBACK CONFERENCES WILL TAKE PLACE VIA ZOOM

With my pre-approval, I am going to allow each of you to pick your own labor law topic. I believe this will be more meaningful to you in the long run rather than me simply picking a topic. Below are the operative dates for all assignments and feedback conferences.

PLEASE NOTE WE WILL BE HAVING CLASS SESSIONS IN WHICH ALL MUST ATTEND VIA ZOOM....

ALL ZOOM CLASSES INCLUDING INDIVIDUAL FEEDBACK CONFERENCES WILL TAKE PLACE FROM 6:00-9:30 ON THE BELOW DATES. THE INDIVIDUAL FEEDBACK CONFERENCES WILL BE SCHEDULED IN ASSIGNED TIME SLOTS.

JAN 19 – ALL ATTENDANCE LECTURE ON ASSIGNMENT #1 TOPIC SELECTION MEMORANDUM AND ASSIGNMENT #2 HISTORICAL BACKGROUND RESEARCH

JAN 26 – TOPIC SELECTION MEMORANDUM DUE AND HISTORICAL BACKGROUND RESEARCH DUE

FEB 2- INDIVIDUAL FEEDBACK CONFERENCES ON TOPIC SELECTION MEMORANDUM AND HISTORICAL BACKGROUND SECTION

FEB 9 – ALL ATTENDANCE LECTURE ON ASSIGNMENT #3 THE INTRODUCTION SECTION

FEB 23- ASSIGNMENT #3 DUE – THE INTRODUCTION SECTION

FEB 30 – ALL ATTENDANCE LECTURE ON ASSIGNMENT #4 THE HISTORICAL BACKGROUND SECTION

MAR 2- HISTORICAL BACKGROUND SECTION DUE AND INDIVIDUAL FEEDBACK CONFERENCES ON THE HISTORICAL BACKGROUND SECTION

MAR 9 – ALL ATTENDANCE LECTURE ON ASSIGNMENT #5 THE CURRENT STATE OF THE LAW SECTION

MAR 23 - THE CURRENT STATE OF THE LAW SECTION DUE

MAR 30- INDIVIDUAL FEEDBACK CONFERENCES ON THE CURRENT STATE OF THE LAW SECTION

APRIL 6 – ALL ATTENDANCE LECTURE ON ASSIGNMENTS #6 AND #7 ANALYSIS AND CONCLUSION SECTIONS

APRIL 13- BOTH ASSIGNMENTS #6 AND #7 DUE

APRIL 20- INDIVIDUAL FEEDBACK CONFERENCES ON ASSIGNMENTS #6 AND #7

APRIL 27 - INDIVIDUAL FEEDBACK CONFERENCES ON ASSIGNMENTS #6 AND #7

MAY 12- FINAL PAPER DUE

THE PAPER

The goal and requirement of this course is to produce a publishable paper on a labor topic. All papers must utilize Blue Book formatting and citation rules. You can choose to either use footnotes or endnotes, however end notes will not count towards the minimum page requirement. The minimum page count for the paper is 15 pages. The maximum page limit is 30 pages, unless given permission otherwise.

All papers must utilize Microsoft Word, Times New Roman 12 point font, double spaced with centered/bottom page numbers.

To make the class manageable in the time frame we have the paper is broken down via sections. The overview of each section is as follows:

ASSIGNMENT #1 – TOPIC SELECTION

As indicated above, you are free to choose your own topic with my approval. This has been a very rewarding part of this class for students in the past, as it allows you to pick a topic that interests you! Of course, it must have some relation to labor law. There is a TWEN post to help you brainstorm a topic if you need/want that assistance. Some examples of prior topics include:

The Role of Automation and It's Effect on Unionization
The Problem of Hair – A Look at African-American Hair Styles and Work Place Rules
Life After Janus – Is this the end of the American Labor Movement?
LGBTQ+ and Their Rights Within the Metro East
FMLA: Big Problems: Better Solutions
Trading Equality for Disparity in The United States Trade Unions:
The Law Says Equality but Biology Says Otherwise

ASSIGNMENT #1 – TOPIC SELECTION MEMORANDUM

Assignment #1 is a simple one or two page memorandum to me regarding your topic and why you believe the topic is related to labor law in a broad sense and why you believe the topic is relevant.

ASSIGNMENT #2 – HISTORICAL RESEARCH MEMORANDUM

After you select a topic, you must begin to research the background of the issues present in your topic. This research will form the bedrock for the entire paper. For example, if your topic involves FMLA, you must research the origins, implementation and statute itself. Some topics will require background research on case law, such as Supreme Court cases etc. Regardless of your topic you will need to introduce and explain the background of the topic to your reader.

Assignment #2 is a simple one or two page memorandum to me listing the sources found during your background research and a paragraph or two on each source as to why it is relevant to your paper and how you intend to utilize the source. Any credible source is ok, including online only sources. Use common sense however, as you are preparing a publishable paper.

ASSIGNMENT #3 – THE PAPER BEGINS! – INTRODUCTION SECTION

This will be the first section of the final paper. Remember we are at a minimum producing 20 page paper. The introduction section should identify the topic of your paper and begin to guide the reader as to why the paper is important and the either the validity of the current state of the law or identify a problem or problems with the current state of the law. This section should be written in a narrative style without citations with the exception of if your topic is based on a statutory system or a single big case, you need to briefly introduce the statute and/or case. Typically this section is 2-3 pages.

ASSIGNMENT #4 – HISTORICAL BACKGROUND SECTION

This section is the data dump section so to speak. This is where you lay out the historical background from the initial research you have done. Don't do the analysis yet though (ie what it means in relation to your topic or the problem your paper identifies or attempts to solve, or why the current state of the law is correct. Summarize the background research only. This section is the most heavy citation section obviously. Typically this section is 5-7 pages long.

ASSIGNMENT #5 – THE CURRENT STATE OF THE LAW SECTION

This section is similar to section #4, but lays out in the same format the current state of the law. For example, are there recent cases on the topic, are there recent statutory amendments or changes etc.... This section varies in length depending on the topic you select.

ASSIGNMENT #6 – ANALYSIS SECTION

The most important section of the paper! This is where you offer solutions to the problem you've identified or support your position that the current state of the law is adequate/correct. You take the topic of your paper, research and current state of the law and filter those topics through your own ideas about what should happen in the future or what should not. Think of this section as the "A" in "IRAC". It is important to write this section an "active voice" you are persuading here. This section is typically 5-7 pages long.

ASSIGNMENT #7 – CONCLUSION SECTION

This section is simply a summation of your topic, research and analysis. The section then should shift to the active voice, bringing home for the reader why the topic is important and why your analytical section is correct. Typically 2-3 pages.

5. **SALUKI CARES**

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 our community. For information on Saluki Cares: (618) 453-5714, or siucares@siu.edu, <http://salukicare.siu.edu/index.html>. At the School of Law, Assistant Dean Judi Ray is also available to help students access university resources. Her email is judiray@siu.edu, and her phone number is (618) 454-3135.

6. **DISABILITY POLICY**

As you may know, the School of Law no longer makes determinations about appropriate accommodations for disabilities. Those decisions are now made by the University Disability Support Services Office. Disability Support Services provides the required and programmatic support services to students with permanent and temporary disabilities. DSS provides centralized coordination and referral services. To utilize DSS services, students must come to the DSS to open cases. The process involves interviews, reviews of student-supplied documentation, and completion of Disability Accommodation Agreement. <http://disabilityservices.siu.edu/>. Upon completion of a Disability Accommodation Agreement with DSS, students should bring the agreement to the School of Law Registrar's Office to ensure the School of Law provides the proper classroom and examination accommodations.

7. **GRADING**

The course will have a single graded opportunity which is the final paper. The grade median will be set at the highest median allowed by the School of Law Grading Policy and Rules.