



Concentration in Labor and Employment Law

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The Concentration in Labor and Employment Law includes over a dozen distinctive practice areas: collective bargaining and labor relations; employment discrimination in all its forms (age, color, disability, national origin, race, religion, sex, sexual orientation, etc.); disability accommodation; family and medical leave; fair labor standards (including wage, hour, rest break, and overtime claims); international labor standards; pensions and benefits; occupational health and safety; public vs. private sector employment; workers' compensation; whistleblower protection; and wrongful termination, among others. And these practice areas tend to overlap with others sometimes thought to be separate, such as alternative dispute resolution, entertainment and sports, immigration, and trade secrets.

Southwestern boasts a comprehensive program of courses, externship placements, co-curricular opportunities, and professional contacts in Labor and Employment Law. Southwestern alumni have long excelled in practice areas falling under this umbrella. Over 1,000 alumni identify themselves as having a substantial practice in the law of the workplace.

Students interested in obtaining the J.D. Concentration in Labor and Employment Law should complete the form, "Declaration of Intention to Fulfill the J.D. Concentration in Labor and Employment Law," and submit the form to the Registration and Academic Records Office. To be eligible, students must be in good academic standing.

Curricular Requirements

To earn the proposed J.D. Concentration in Labor and Employment Law, a student must complete at least fifteen (15) units of Core and Elective Courses as set forth below in the Concentration program (Concentration Program).¹ A student who completes the Concentration Program in good academic standing will receive the transcript designation "Concentration in Labor and Employment Law." A student who completes the Concentration Program with at least six (6) graded units of Core and Elective courses, and who graduates with a Concentration grade point average (GPA) of 3.33 or higher, will receive the transcript designation "Concentration in Labor and Employment Law with Honors." The Concentration GPA will be calculated at the time of graduation in the following manner:

- Every graded course a student has taken on the list of Core and Elective courses will be included in the Concentration GPA and weighted in accordance with the number of units assigned to that course.²

The Concentration Program consists of certain Core Courses and certain Elective Courses. Not all the courses listed below are offered every year. Nevertheless, a student must meet all course prerequisites and requirements to receive the transcript designation "Concentration in Labor and Employment Law." It should be noted that the Concentration Program does not change any curricular requirements or course prerequisites. Required courses whose subject matter is arguably related in some way to the Labor and Employment Law – such as Contracts, Torts and Constitutional Law I and II – do not count toward the Concentration or Concentration Honors.

1. CORE COURSES

A. *Fundamental Core Courses:* Students must take at least three (3) courses totaling a minimum of six (6) units from the following courses:

Employment Discrimination (2 units)
Employment Law Survey (3 units)
Labor Law (3 units)
International Labor Law Seminar (2 units)
Workers Compensation (2 units)

B. *Experiential Core Courses:* Students must take at one (1) experiential course totaling a minimum of two (2) units from the following courses:

Capstone: Employment Law (Governing the Workplace) (3 units)
Externship¹ (2 units)

2. ELECTIVE COURSES

To the extent that the required fifteen (15) Concentration Program units are not satisfied by taking additional Core courses from those listed above, the student must satisfy the remaining required units Elective courses from the following list (number of units indicated in parentheses):

Entertainment Industry Guilds (2 units)
Employment-Based Immigration Law (1 unit)
Disability Law (2 units)
Information Privacy Law (2 units)
Sports Law – General (2 units)
Sports Law – Amateur (2 units)²
Sports Law – International (2 units)
Wage Theft: Underground Economy (1 unit)
Writers Guild Basic Agreement (1 unit)

For the student interested in further study, a number of highly-recommended courses may be taken. These courses include Administrative Law; Alternative Dispute Resolution; Civil Pre-Trial Practice; Interviewing, Counseling and Negotiation; and Trial Advocacy. Due to their general nature, however, none of these highly-recommend courses counts toward the requirements of the Concentration Program.

¹ Must be Labor- or Employment-related.

² Subject to approval by Concentration Director and Vice Dean.