

**CHICAGO-KENT COLLEGE OF LAW**  
**Illinois Institute of Technology**

MEMORANDUM

TO: Students Enrolled in or Interested in the Certificate Program in Labor and Employment Law

FROM: Professor Martin Malin, Program Director  
Mary Rose Strubbe, Assistant Director  
Francine Soliunas, Executive Director

DATE: April, 2011

RE: **Certificate Program Requirements**

---

This memo details the requirements for the Certificate in Labor and Employment Law. Because we cannot promise which courses will be taught each semester, and because you may wonder whether a particular course fulfills the elective or seminar requirement, please feel free to e-mail us, to stop by our offices, or to make an appointment to talk about any questions you have.

We urge you to view the certificate program as value added. It is not a substitute for a broad-based legal education. You should plan to take a number of basic courses, such as Business Organizations, Evidence, Personal Income Tax, Commercial Law, and Estates and Trusts. Each member of the faculty has his or her personal list of the "essentials" or "what every lawyer should know." Consider the viewpoints of several faculty members, and the recommended list of courses, in deciding what to include in your plans.

### **A. Requirements for the Certificate**

To earn the Certificate in Labor and Employment Law, you must take a total of seven courses. Two of the seven — Legal Writing IV and a seminar — satisfy parts of your upper class writing requirement.

There are four basic courses that every student in the certificate program must take: Labor Law, Employment Relationships, Employment Discrimination, and Legal Writing IV—Labor/Employment Law. Students who take the Legal Writing IV Equivalency are not required to take Legal Writing IV – Labor/Employment Law, but must contact Professor Strubbe, because students taking the Legal Writing IV Equivalency are required to audit certain classes in Legal Writing IV – Labor/Employment Law to qualify for the certificate.

Students must also satisfy a Practicum requirement by taking either the four credit-hour Employment Law Clinic, a Labor/Employment Law Externship, or Employment Litigation. **The practicum requirement should not be satisfied until your final year of law school.** (You may be interested

in taking Employment Law Clinic during your second year of law school. While you are certainly permitted to do so, and will likely learn much from the experience, Clinic will not fulfill the Practicum requirement unless you take it for four credit-hours during your last year of law school.)

Each student must take an additional labor/employment law elective. **If you have any questions about whether a particular course offering satisfies the elective requirement, please contact Professor Malin, Professor Strubbe, or Dean Soliunas.** Finally, each student must take a labor/employment-related seminar. Seminars are taken in your final year of law school. Therefore, **do not register for a seminar until your final year in law school.** (You are permitted to take a seminar during your second year of law school, but neither the school nor the Certificate program will count it as the seminar required for graduation.)

**Note:** You may not take the certificate requirements on a pass/fail basis except for courses that are only offered pass/fail (such as Labor/Employment Law Externship).

## **B. Information about Practicum Options**

**Labor/Employment Law Externship:** is offered only in the fall. The externship involves a commitment of 15 hours per week to your externship placement and a one hour classroom component. Fortunately, the demand for our externs exceeds the supply and we are usually able to place students in the type of externship they desire, such as a management, union or employee-plaintiff law firm; in-house with a union or employer, or a government agency. Because students find it difficult to work part-time while externing, we have a pool of scholarship money available, based on financial need, for students in the externship program. Contact Professor Soliunas for more information.

**Employment Litigation class:** will be offered only in the fall, in the evening. Employment Litigation is designed to simulate working with a client in an employment discrimination suit.

**Employment Law Clinic:** is offered fall, spring and summer. The certificate program has four reserved slots in fall and spring semesters and two in summer term in the Clinic, with Professors Richard Gonzalez and Laurie Leader. You must take Employment Law Clinic for four credits to use it to fulfill the practicum requirement.

## **C. Guidance for Registration Depending on Where You Are in Your Law School Career**

**Current First Year Day Students:** If you are a day student entering your second year of law school, we encourage you to take Labor Law, Employment Relationships, Employment Discrimination and Legal Writing IV- Labor/Employment Law during your second year of law school. This will position you well for your practicum in your third year. Labor Law is offered only in the fall semester in 2011-12 and is offered day and evening. Employment Relationships is offered in the day in fall 2011 and will be offered in the evening in spring 2012. Employment Discrimination is offered in the evening in fall 2011 and will be offered in the day in spring 2012.

**Current First Year Evening Students:** If you are an evening student entering your second year

of law school, the courses you are required to take in the fall will not allow you to take Labor Law. We encourage you to take Employment Relationships or Employment Discrimination in the fall and to plan to take either Legal Writing IV-Labor/Employment Law or Employment Discrimination or Relationships in the spring. Employment Discrimination is offered in the evening in fall 2011 and will be offered in the day spring 2012. Employment Relationships is offered in the day in fall 2011 and will be offered in the evening in spring 2012.

**Current Second Year Evening Students:** If you are an evening student entering your third year of law school, you should take those core courses that you did not take in your second year so that you will be in a good position for your practicum in your final year.

**Current Second Year Day and Third Year Evening Students:** You should take your practicum next year. If you wish to take Labor/Employment Externship or Employment Litigation, you must take it in the fall. Neither is offered in the spring. You should also take a seminar in the labor/employment field. Finally, you should plan to complete any other certificate requirements, such as your elective, that you have outstanding.

**Electives and Seminars:** Among the offerings in fall 2011, Workers Compensation will satisfy the elective requirement and Privacy in Employment Law will satisfy the seminar requirement. In spring 2012, we expect to offer Public Sector Employment (seminar), International and Comparative Employment Law (may be taken as a class or a seminar) and Disability Law (may be taken as a class or a seminar).

### **Questions or Additional Information**

Please contact the Program Director, Professor Martin Malin (e-mail mmalin), Assistant Director, Professor Mary Rose Strubbe (e-mail mstrubbe), or Executive Director, Francine Soliunas (e-mail fsoliunas).