

Wefel Center for Employment Law

SLU LAW

SAINT LOUIS UNIVERSITY SCHOOL OF LAW



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SAINT LOUIS
UNIVERSITY



“Contrary to what most people think about law school, there was a very strong sense of community at SLU. The students generally got along very well and were willing to help each other succeed. I miss being challenged by my professors, who really made me think about the issues we were discussing. I also miss the faculty and students in the Wefel Center for Employment Law because they first got me excited about my chosen area of practice.”

— *Sidney Greathouse, '95*
Vice President of Legal Services at
The Cheesecake Factory



Presenters from the conference, “Competition in the Global Workplace: The Role of Law In Economic Markets,” (from left to right) Professors Malin, Rittich, Rosado Marzán, Hirsch, Cherry, Wank and Estreicher.

WEFEL CENTER FOR EMPLOYMENT LAW

“Diverse and interesting, the employment law courses offered at the School of Law, along with the strong mastery of the subject matter by the professors who teach it, help provide a blueprint that allows students to fully examine the multifaceted areas of employment law. When being considered by prospective employers, the certificate serves as an excellent way for students to set themselves apart from other candidates.”

— *Gregory C. Kloeppel, '98*
The Kloeppel Law Firm

With an extensive curriculum offering a broad range of courses addressing the rights and responsibilities of employers and employees, the William C. Wefel Center for Employment Law provides students with the foundation necessary for the dynamic practice of employment law. Areas of focus include: the structure and regulation of the employment relationship; the prohibition of discrimination; establishment of collective bargaining relationships in the private and public sectors; regulation of employee benefits; health and safety in the workplace; and arbitration and mediation of labor and employment disputes.

Upon completion of 11 hours of approved employment law coursework and a paper of publishable quality on an employment law topic, a certificate is awarded to students who fulfill the requirements.

Ongoing opportunities for interaction with employment law practitioners and specialists are available throughout each school year. The student-sponsored Employment Law Association, in connection with the Center, offers a variety of extracurricular programs for students that address new legal developments, career opportunities and the employment law practice.

The Practice of Employment Law

There are few areas of law more relevant to modern society than the law governing the employment relationship. The employment relationship is one of the most fundamental in modern industrial societies. Many of our social and economic policies are carried out through the employment relationship to the extent that the law governing the employment relationship affects nearly everyone's life. Though the forms and manifestations of this critical relationship are constantly changing, its dynamic character remains intense.

Today, employer and employee rights and responsibilities are regulated by law more than ever before. The study of employment law covers job security; legal regulation of wages, hours, military leave, family and medical leave; health and safety in the workplace; and employee benefits and qualified retirement plans. It also encompasses the establishment of collective bargaining relationships between unions and management both in the private sector and in public sector government employment. Prohibition of employment discrimination (including harassment) based on race, sex, age, disability and religion, as well as workplace diversity, present a distinct and critical aspect of employment relations.

COURSES

- Alternative Dispute Resolution
- Comparative Employment Law
- Disability Discrimination Law
- Employment Discrimination
- Employment Relations
- Labor Law
- Sports Law: Labor Wrangling, Endorsements and the Art of the Deal
- Unions and Their Members
- Workers' Compensation

SEMINARS

- Advanced Topics in Labor Law
- Current Issues in Employment Law
- ERISA/Employee Benefits
- Labor Arbitration

“When I started law school, I thought I’d pursue media or entertainment law because of my reporting background, but I realized those fields would involve a lot of contract law. I became interested in trial work during law school because I appreciated the impact that litigation has on ordinary people. Having had a career outside of the legal field, I realized I enjoy working with people and that shifted my focus to civil trial work and employment law. I earned a certificate from the Wefel Center for Employment Law because employment law is focused on the relationship between people and their employers.”

— *The Honorable Nannette A. Baker, '94, Missouri Court of Appeals Eastern District*

AREAS OF FOCUS INCLUDE:

- The Prohibition of Employment Discrimination
- Employment Relationships in the Private and Public Sector
- Establishment of Collective Bargaining
- Arbitration and Mediation of Labor and Employment Disputes
- Regulation of Employee Benefits
- Health and Safety in the Workplace



Professor Susan FitzGibbon (left) and the Honorable Nannette A. Baker, who graduated from SLU LAW in 1994 and received a Certificate in Employment Law

Certificate in Employment Law

The Center for Employment Law offers students the opportunity to achieve a Certificate in Employment Law while pursuing the J.D. degree. To obtain a Certificate in Employment Law, students must complete 11 hours of approved coursework and write a paper of publishable quality on an employment law topic in addition to meeting the requirements for the J.D. degree. Students pursuing the certificate are required to take and pass with a grade of “C” or above the basic labor law course, the Law of Labor Relations. Otherwise, students can choose among approved employment law classes, including directed research projects, and focus their studies on the areas of employment law that most interest them.

Clinical Opportunities

Students who study in the employment law field have the opportunity to hone their client counseling skills and practice employment law in the Legal Clinics. They also can receive credit for working as externs in places, such as the National Labor Relations Board or the Equal Employment Opportunity Commission.

Programming

Students have multiple opportunities to meet experts in the field of employment law through various lectures and conferences held at SLU LAW.

CENTER PROGRAMS & EVENTS



Presenters from the “Workplace Privacy Conference” (left to right) Rohlik, Schroder and Berry

Lectures

- “The Use of Online Personal Information in Employment Decisions,” by George L. Lenard, Partner, Harris Dowell Fisher & Harris
- “The Genetic Information Nondiscrimination Act,” by Professor Elizabeth Pendo, Saint Louis University School of Law
- “A Different Burden of Proof in Employment Discrimination Cases in Missouri: *Daugherty v. City of Maryland Heights*,” by Gregory Kloepfel, The Kloepfel Law Firm
- “The Missouri Supreme Court Decides that Public Employees Have a Constitutional Right to Engage in Collective Bargaining,” by Sally E. Barker, Partner, Schuchat, Cook and Werner
- “Recent Developments at the Equal Employment Opportunity Commission (EEOC),” by EEOC Regional Attorney Barbara Seely
- “Recent Developments at the National Labor Relations Board (NLRB),” by NLRB Regional Director Ralph Tremain

Conferences

- **“Competition in the Global Workplace: The Role of Law in Economic Markets,”** including:
 - “Employee Representation that Makes Sense in Today’s World,” by Professor Samuel Estreicher, Dwight D. Opperman Professor of Law and Director, Center for Labor and Employment Law at New York University School of Law
 - “The Canadian Auto Workers - Magna International ‘Framework for Fairness’ Agreement: A U.S. Perspective,” by Professor Martin H. Malin, Professor of Law and Director of the Institute for Law and the Workplace at Chicago-Kent College of Law



Presenters from the “Workplace Privacy Conference” (left to right) Martin, Gellman and Reese

- “The Global Dimensions of Virtual Work,” by Professor Miriam A. Cherry, Associate Professor of Law, University of the Pacific-McGeorge School of Law
- “Recent Cases of the European Court of Justice on Employment and Labor Law,” by Professor Dr. Rolf Wank, Professor of Law at the Ruhr University-Bochum, Germany
- “Collective Action in a Global Workplace,” by Professor Jeffrey M. Hirsch, Associate Professor of Law, University of Tennessee College of Law
- “Between Workers’ Rights and Flexibility: Labor Law in an Uncertain World,” by Professor Kerry Rittich, Associate Professor of Law and the Women’s and Gender Study Institute, University of Toronto
- “As Chilean as a Colchagua Carmenera: Labor Law Enforcement in Chile after the U.S.-Chile Free Trade Agreement,” by Professor César F. Rosado Marzán, Assistant Professor of Law, Chicago-Kent College of Law, Illinois Institute of Technology
- **“Workplace Privacy Conference,”** including “Pre-and Post-Hiring Inquiries, Electronic Monitoring on and off the Job,” and “Avoiding Identity Theft and Liability,” by Thomas E. Berry Jr., Sandberg, Phoenix & von Gontard; Sherrie A. Schroder, Hammond, Shinnors, Turcotte, Larrew & Young; Vincent D. Reese, Lewis, Rice & Fingersh; Arthur J. Martin, Schuchat, Cook & Werner; Professor Suzanne Gellman, Consumer Economics Specialist, University of Missouri-St. Louis; and SLU LAW Professor Josef Rohlik; co-sponsored by the Labor and Employment Research Association - Gateway Chapter

EMPLOYMENT LAW FACULTY



Susan A. FitzGibbon

Professor of Law and Director, William C. Wefel Center for Employment Law
B.A., *Barat College*;
J.D., *Saint Louis University*

Professor FitzGibbon served as a law clerk for Judge Myron Bright of the U.S. Court of Appeals for the Eighth Circuit. She is the Director of the William C. Wefel Center for Employment Law. Professor FitzGibbon is an arbitrator and mediator. She has published articles on alternative dispute resolution focusing on labor and employment arbitration and mediation. She teaches Contracts I and II, Alternative Dispute Resolution, Labor Law and Public Employment Law.



Matthew T. Bodie

Associate Professor of Law
A.B., *Princeton University*;
J.D., *Harvard Law School*;
LL.M. in *Labor and Employment Law*, *New York University School of Law*

Professor Bodie came to SLU LAW after serving as an associate professor at Hofstra University School of Law. His research focuses on the intersection of labor and corporate law. He has written on union representation elections, employee stock options and employment arbitration agreements. Professor Bodie served as a law clerk to Judge M. Blane Michael of the U.S. Court of Appeals for the Fourth Circuit. He was a field attorney in the New York office of the National Labor Relations Board, where he investigated unfair labor practices, held representation elections and litigated cases in both administrative and federal courts. Along with Employment Relations and Labor Law, he teaches Business Organizations, Contracts and Corporate Governance.



John E. Dunsford

Professor Emeritus of Law
B.S., J.D., *Saint Louis University*; LL.M., *Harvard Law School*

Professor Dunsford is a fellow with the College of Labor and Employment Lawyers. He is also listed as an arbitrator by the Federal Mediation and Conciliation Services, the American Arbitration Association and is the umpire for several major corporations and unions. Professor Dunsford has published widely in the labor law area, including the book, *Individuals and Unions*. He serves as Senior Advisor to the Wefel Center for Employment Law.



Marcia L. McCormick

Associate Professor of Law
B.A., *Grinnell College*;
J.D. *University of Iowa School of Law*

Professor McCormick joined the SLU LAW faculty in 2009, having taught previously at Cumberland School of Law, Samford University and Chicago-Kent. Her scholarship has explored the areas of employment and labor law, federal courts and gender, race and sexual orientation. Prof. McCormick is a co-editor and contributor to the "Workplace Prof Blog," which provides daily information on developments in the law of the workplace and scholarship about it. She teaches Employment Discrimination, Federal Courts and Criminal Law.



Elizabeth Pendo

Professor of Law
B.A., *University of California, Los Angeles*; J.D., *University of California, Berkeley*

Professor Pendo joined the faculty at SLU LAW in 2008 after a yearlong visit. She teaches courses in Civil Procedure, Disability Discrimination Law and Bioethics and is a member of the Wefel Center for Employment Law and the Center for Health Law Studies. Prior to joining the faculty, she taught at Saint Thomas University School of Law in Miami, Fla. Before entering academia, she served as a pro se law clerk for the U.S. Court of Appeals for the Second Circuit and practiced as an ERISA litigation specialist in the law department of MetLife in New York. Professor Pendo's scholarship focuses on the intersection of issues of disability, gender and race in health insurance, health care and employment.



Josef Rohlik

Professor of Law
LL.B., JUDr, C.Sc., *Charles University, Czech Republic*;
LL.M., *Columbia University*

Professor Rohlik holds the Diploma of the Hague Academy of International Law. Before joining the law faculty, he taught at Charles University School of Law in Prague. Professor Rohlik is an arbitrator, a member of the National Academy of Arbitrators and the umpire of Anheuser-Busch Companies and National Brewery Conference of IBT. He has published many articles on international law, conflict of laws and other areas. He teaches Labor Arbitration, Commercial Transactions, Conflict of Laws and an International Law seminar.



ADJUNCT FACULTY

- **Bruce S. Feldacker**, *Feldacker & Durbin*, Teaches Employment Relations
- **Joseph F. Hipskind Jr.**, *Stinson, Morrison, Hecker*, Teaches Sports Law: Labor Wrangling, Endorsements and the Art of the Deal
- **Arthur J. Martin**, *Schuchat, Cook & Werner*, Teaches Unions and Their Members
- **John Rabbitt**, *Law Offices of John Rabbitt*, Teaches Workers' Compensation
- **Kathryn S. Render**, *of counsel Chackes, Carlson & Spritzer*, Teaches Current Issues in Employment Law
- **Jennifer W. Stokes**, *Bryan Cave*, Teaches ERISA and Employee Benefits
- **Eric A. Todd**, *Ogletree Deakins*, Teaches Sports Law: Labor Wrangling, Endorsements and the Art of the Deal
- **Sabrina M. Wrenn**, *Bobroff, Hesse, Lindmark & Martone*, Teaches Advanced Topics in Labor Law

CAREERS

Law Firms

- Represent management or unions
- Represent employees in employment discrimination, protective legislation and individual contract matters

In-House Counsel

- Corporation
- Union
- Hospital or university

Federal Agencies

- National Labor Relations Board
- Equal Employment Opportunity Commission
- Department of Labor, state or local government
- Human Rights Commission
- Public Employment Relations Board

Other Career Paths

- Employee benefits and deferred compensation
- Human resources
- Neutral mediator or arbitrator in employment disputes

"I firmly believe the courses I took to earn a Certificate in Employment Law has had a lasting and positive impact on my career choices and job performance. Institutions of higher education are major employers, and labor and employment law is a large part of the work of in-house counsel at those institutions. I am confident that the certificate was a factor in my being selected for this position. The knowledge I gained in obtaining the certificate helps me continue to develop expertise and offer sound advice to my clients."

— Lucy A. Singer, '91, Associate General Counsel, University of Vermont

ADMISSIONS INFORMATION & INQUIRIES

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Saint Louis University is an equal opportunity/affirmative action educational institution and employer. Saint Louis University prohibits discrimination based on race, color, sex, national origin, religion, age, sexual orientation, disability or veteran status. All University policies and procedures are administered in a manner consistent with our Catholic, Jesuit identity.



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