



FALL 2025 COURSE SYLLABUS

Course Number: 256-R01
Course Title: Labor Law
Credit Hours: 2
Grading Mode: Letter grade
Meeting Time(s): MON 8:10-10:10P
Meeting Mode: ONLINE
Exam Time(s): DEC 11, 6:00P
Exam Mode: ON CAMPUS
Prerequisite(s): N/A
Corequisite(s): N/A
Instructor(s):
TODD FLANAGAN

Contact Info:

tflanag1@gmu.edu | Available at the Law School campus with a day or 2 of advance planning.

Reading(s) & Supplement(s):

Labor Law in the Contemporary Workplace, FOURTH Edition, **Dau-Schmidt, Corrada, Ruiz Cameron, Rosado Marzan, Oswalt, Gely.**

Course Overview

Industrial relations in the 19th and early 20th centuries was a tumultuous time as management goons and workers engaged in violent clashes over wages, hours, and working conditions.

Congress stepped in and passed several laws to direct that energy into a legal process to resolve those issues.

This course will delve into the process of unionization, collective bargaining, the rules that Management and Unions must follow, and the economic and legal weapons each side has.

Course Learning Outcomes

Federal labor laws provide employers and employees a process to bargain collectively over wages, hours, and working conditions and resolve disputes that arise from the bargain. At the conclusion of the course students will understand that process

Grading Policies

- Class participation - 20% of the grade
- 3 Quizzes – 10% each
- Final – 50%

- Quizzes and Final will primarily be short answer.

Classroom Policies

Attendance: Per AR 3-1.4, “maintenance of matriculation requires regular class preparation, participation and attendance, registration in the course of study required for the student’s program (full-time or part-time), successive registration for each fall and spring term of each academic year until study is completed, and compliance with all other relevant requirements.”

Absences: Per AR 4-1.1, “if a student is absent for any reason for more than 20 percent of the sessions of a course, the student is not eligible for credit in that course. A student who is not present for at least 75 percent of a session of the course is absent from that session.”

Use of Technology & AI:

Students may use generative AI tools in this course, and are authorized to use AI for any purpose during this course except during any exam. Students must use AI tools responsibly, verify facts presented by AI, disclose when AI tools are used to create course work product, properly cite any AI tools utilized, and should be prepared to produce the transcript of prompts and responses upon request. Misuse will be treated as a violation of academic standards.

Use of Electronic Text Books During Exams:

Students are permitted one laptop computer for exam taking purposes. Additional laptop computers or any other electronic data storage devices are not allowed in an exam room, unless permitted by the course instructor's *written* exam instructions. Electronic text books (e-books) may be used during exams that are designated as open book by the instructor, and the instructor allows text books to be used during the exam and allows access to a student’s computer files during the exam (open exam). E -books may not be used in exams where the instructor does not allow students to access their computer files during the exam (secure exam) even if the instructor permits access to text books. If the instructor has blocked access to the internet or computer files, you must bring a hard copy of the allowed text book(s) you wish to consult. Students will need to borrow or otherwise locate a hard copy of the e -book or print resources needed from the e-book to take into the exam room. The instructor determines the length of the examination and whether or not it is secure or open and what, if any, study materials are permitted during the exam. Students are responsible for adhering to the instructor’s standards for all examinations, which are included in the examination materials.\

Any supplemental material will be posted to TWEN.

Course Schedule & Assignments

For each class, be prepared to discuss the assigned reading and any notes, questions, or problems from the text.

Week 1:

Date: 8/18

Topic (s): Pages 1-40 (to iii), 44 (iv.) – 75 (d)

Week 2:

Date: 8/25

Topic (s): Pages 439 (B) – 485, 563 (G) to 568

Week 3:

Date: 9/3

Topic (s): Pages 568 - 619

Week 4:

Date: 9/8

Topic (s): Pages 620 - 672

Week 5:

Date: 9/15

Topic (s): Pages 672 – 701, 739-759, 760 (3) – 789

Week 6:

Date: 9/22

Topic (s): Pages 789 – 798, 800 - 809, 818 - 853

Week 7:

Date: 9/29

Topic (s): Pages 855 – 896

Week 8:

Date: 10/6

Topic (s): Pages 896 – 954

Week 9:

Date: 10/20

Topic (s): Pages 956 – 1004

Week 10:

Date: 10/27

Topic (s): Pages 1006 – 1054

Week 11:

Date: 11/3

Topic (s): Pages 1054 – 1078, 1129 – 1150

Week 12:

Date: 11/10

Topic (s): Pages 1150 – 1170, 1194 – 1221

Week 13:

Date: 11/17

Topic (s): Pages 1265 – 1327

[Student Resources](#)

[Antonin Scalia Law School Academic Regulations](#)

[GMU Common Course Policies Addendum](#)

[Mason Square Services](#)

[Mason Square Police](#)

Van Metre Hall, Room 110

Emergency - Dial 911

Escort Services - 703-993-8070

Dispatch – 703-993-2810

[Student Support and Advocacy Center \(SSAC\)](#)

Mason Square Sexual Assault Services:

Van Metre Hall, Room 222D

703-993-8186

[Notice of Mandatory Reporting of Sexual Assault, Sexual Harassment, Interpersonal Violence, and Stalking:](#)

As a faculty member, I am designated as a “Non-Confidential Employee,” and must report all disclosures of sexual assault, sexual harassment, interpersonal violence, and stalking to Mason’s Title IX Coordinator per University Policy 1202. If a student wishes to speak with someone confidentially, please contact one of Mason’s confidential resources, such as Student Support and Advocacy Center (SSAC) at 703 -380-1434 or Counseling and Psychological Services (CAPS) at 703 -993-2380. Students may also seek assistance or support measures from Mason’s Title IX Coordinator by calling 703 -993-8730, or emailing titleix@gmu.edu.

[Mason Square Clinic](#)

Van Metre Hall, Room B102

703-991-2831

[Counseling and Psychological Services](#)

[Student Health Services](#)

[Student Disability Services](#)

[Student Conduct](#)

[University Life](#)