

Employment and Labor Law

What would I do? Employment law governs the rights and duties between employers and workers. Also referred to as labor law, these rules are primarily designed to keep workers safe and make sure they are treated fairly, although laws are in place to protect employers' interests as well. Employment laws are based on federal and state constitutions, legislation, administrative rules, and court opinions. A particular employment relationship may also be governed by contract.

(<https://www.hg.org/employ.html>)

Where would I practice? Attorneys play a role on both the labor and management side of labor relations disputes. Labor and employment attorneys work in **private firms**; **non-profit policy and direct service organizations**; and federal, state, local, and **international government agencies**. Typically, labor and employment lawyers stick to one "side" of representations – working on behalf of employers, employees, or unions – although there are more nuanced situations, such as representing executives or non-competition agreements. (<https://www.law.georgetown.edu/careers/career-planning/practice-areas/employment-labor.cfm>)

What types of cases would I handle? (<http://www.lsac.org/jd/thinking-about-law-school/fields-of-law>)

- Wage Disputes
- Unlawful Termination
- Workplace Safety
- Family and Related Leave
- Right to Unionize
- Discrimination based on Race, Gender, Age, and Disabilities
- Hour Disputes
- Child Labor
- Workplace Injury and Disease
- Pension and Benefit Plans
- Sexual Harassment

What schools in Florida specialize in this field of law?¹

School Name	Specialty Program(s) ²
Ave Maria School of Law (Naples)	-Labor Law Practicum
Florida State University College of Law (Tallahassee)	-Labor/Employment Externship
Stetson University College of Law (Gulfport)	-Labor Law Externship

¹This is not an exhaustive list of Florida schools specializing in this field. **Although these schools offer specialty programs in this field, this does not mean you are unable to gain exposure to this field at another law school not listed above.**

²Information obtained through school website and officialguide.lsac.org

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What are these “specialty programs?”

Specialty Program	Definition
Certificates	<p>Specialization certificates allow JD students to focus their elective courses, build substantive knowledge and relevant skills, and enhance their resumes. Though specializations are not required for graduation, they can provide a guiding structure for exploration of various fields of law. With a variety of courses to choose from within each field, students can customize their specialization to their particular area of interest.</p> <p>(http://law.ggu.edu/academics/specialization-certificates/)</p>
Clinics	<p>At many law schools, clinical pedagogy is well established and robust. Typically clinics are focused in areas of law – civil or criminal litigation, civil rights litigation, or representation of community organizations. These clinics involve “live” clients with active legal matters. They include a classroom component and close supervision by a clinical faculty member.</p> <p>(http://digitalcommons.tourolaw.edu/cgi/viewcontent.cgi?article=1002&context=jel)</p>
Concentrations	<p>"While it is not the best comparison to make, a Concentration is similar to a major in undergraduate studies, in that a student with a specific interest in a field can do focused study in that field. A major difference though, is that students who graduate law school with a Concentration will have the same degree as those without a Concentration, a juris doctor, that will be viable in any area of law in which they wish to practice."</p> <p>(http://www.ils.edu/academics/concentrations/)</p>
Externships	<p>Today, accepted externship pedagogy involves faculty instruction in a classroom component to every externship opportunity, and some training for the practitioner supervising attorneys. Further, while externships used to include the equivalent of 3-5 credit hours of work outside the law school, an emerging form of externship involves the student spending the entire semester, and 15 credits, working onsite on an externship assignment.</p> <p>(http://digitalcommons.tourolaw.edu/cgi/viewcontent.cgi?article=1002&context=jel)</p>
Practicum	<p>In practicum classes law students get hands-on learning working under the supervision of attorneys and professors in a non-lawyering role as they work on cases and practica give students insight into a specific area of legal interest and a window into what it is like to practice in that area.</p> <p>(http://www.law.miami.edu/academics/externships-fellowships)</p>