Marquette University Law School invites you to take a closer look at its Labor and Employment Law program. Beyond the four core courses of Employee Benefits Law, Employment Discrimination Law, Employment Law, and Labor Law, note the additional courses available to complement your studies, as well as the joint Master of Science in Human Resources degree offered by the Graduate School of Management and supported by the Law School. Moreover, the Labor and Employment Law program provides students with a number of opportunities to enhance their classroom learning with real-world experiences in clinical settings, through internship opportunities, and by participation on trial and appellate teams.

We would ask that, when considering what area of law you would like to focus on within labor and employment law while at Marquette University Law School, you take a moment to review the alumni profiles in this pamphlet. These profiles illustrate that our graduates regularly find work in a broad array of opportunities, including representing employees and unions in private practice, in-house work for private corporations or public entities, and positions with federal and state government agencies. Over the years, the Labor and Employment Law program has had significant success in placing its graduates in labor and employment law jobs in Wisconsin and nationally.

Indeed, the Labor and Employment Law program has a broad reach in the Wisconsin labor and employment law community through avenues such as providing continuing legal education to area attorneys, providing a mentorship program that pairs students with practicing attorneys, and holding networking events designed to help students meet and interact with local attorneys. On the national level, the Labor and Employment Law program has hosted conferences on numerous timely topics in labor and employment law and has a Speaker Series in Labor and Employment Law, which brings internationally and nationally renowned speakers to campus to share their insights on compelling issues with our students.

The Labor and Employment Law Society is a student-run organization that hosts many of the activities described in this brochure, including the various networking events with attorneys practicing in labor and employment law. Feel free to direct any questions you may have about the program to our faculty members or any of our current students in the Labor and Employment Law Society.
Upon completion of first-year law classes, interested students may take one or more of the four gateway courses in the Labor and Employment Law program, highlighted below. These four courses are considered gateways because they prepare students for advanced courses, internships, and other experiential opportunities in different, yet interdependent, areas of labor and employment law.

**Labor Law**
Labor law is a survey of the law of labor relations, including organization and representation of employees, strikes, picketing, boycotts, and collective bargaining. This class is strongly recommended for students interested in working with unions, both in the public and private sectors.

**Employee Benefits Law**
Employee Benefits Law examines the regulation of employer-sponsored pensions and welfare benefit plans. This course deals largely with the Employee Retirement Income Securities Act (ERISA), the Internal Revenue Code (IRC), and the ongoing impact of the Affordable Care Act (ACA) on the workplace.

**Employment Law**
Employment Law, the catchall class of the Labor and Employment Law curriculum, provides a broad overview of major areas of law concerning the regulation of the workplace. Students will be introduced to common law, statutory, and constitutional areas of workplace law.

**Employment Discrimination Law**
Employment Discrimination Law concerns federal antidiscrimination statutory law under Title VII, the ADA, the ADEA, and related laws. The course examines how these laws seek to protect employees from unlawful discrimination in the workplace based on a number of protected characteristics.

Marquette University Law School also offers a number of advanced labor and employment law courses that build upon the core curriculum, including, but not limited to:

- **Advanced Legal Research: Labor and Employment Law**
- **Drafting Employee Benefits Plans**
- **Global Issues in Labor and Employment Law**
- **Workshop: Labor and Employment Law Arbitration**
- **Disability Law**
- **Education Law**
- **Public Sector Employment Law**
- **Workers’ Compensation**

Students are encouraged to build their knowledge in labor and employment law by taking a selection of these courses, depending upon the student’s practice interests.

In addition, the breadth of the Marquette University Law School curriculum gives students ample opportunities to expand their knowledge of issues related to the labor and employment law field, as well as to develop courtroom and transactional skills. Any of the following courses will broaden your legal education, enabling you to better serve future clients: Administrative Law, Advanced Civil Procedure, Alternative Dispute Resolution, Amateur Sports Law, Antitrust Law, Arbitration, Business Associations, Business Torts, Constitutional Law 2: Speech and Equality, Contract Drafting, Evidence, Federal Courts, Law of Privacy, Legislation, Pretrial Practice, Professional Sports Law, Remedies, and Trial Advocacy.
Practical Experience

Marquette University Law School’s connection to businesses, government agencies, and law firms allows students to gain considerable practical experience and, in some circumstances, earn academic credit while working in the labor and employment law field. The clinics and supervised fieldwork placements are offered in most fall, spring, and summer sessions.

• **Unemployment Compensation Clinic**
  Participants work individually with clients to build cases and then present those cases in front of administrative law judges. This clinic helps students build the necessary oral and writing skills to try cases in the administrative and judicial legal systems.

• **Mediation Clinic**
  Participants utilize bargaining and interpersonal skills that help adverse parties reach agreements on matters without resolution by a judge. Students will gain the ability to negotiate a settlement between two contentious parties by utilizing various mediation techniques.

• **Supervised Fieldwork**
  Marquette University Law School has an especially strong internship and supervised fieldwork program. Labor and employment law placements include: Milwaukee County Corporation Counsel, Wisconsin Department of Public Instruction, United States Equal Employment Opportunity Commission (EEOC) (both the mediation and enforcement divisions), Federal National Labor Relations Board (NLRB), and the School District of South Milwaukee.

Cocurricular Opportunities

Many Marquette University law students become involved in student organizations while keeping pace with their studies. Whether the activity aims to be purely a social event or one that will enhance the classroom-learning experience, students carve out time to enjoy each other’s company, listen to nationally known experts in the various areas of labor and employment law as part of school-sponsored conferences or the Speaker Series in Labor and Employment Law, or submit a paper or brief to national writing, trial, and appellate competitions. The following is a sample of the Marquette University Law School organizations and activities geared toward students interested in labor and employment law practice:

• **Labor and Employment Law Society (LELS)**
  The LELS provides a variety of resources to aid students, including lectures, guest speakers, social networking events, team and writing competitions, international travel programs, mentorship programs, and other opportunities for academic and professional enrichment.

• **ABA Labor and Employment Trial Advocacy Competition**
  Established by the American Bar Association (ABA), this competition introduces law students to the challenges and rewards of labor and employment law litigation. Marquette law students compete in this annual competition in November, developing their trial advocacy skills with top-notch adjunct faculty.

• **Robert F. Wagner National Labor and Employment Law Moot Court Competition**
  This competition is held each spring, attracting more than 50 law schools from all corners of the United States. Marquette University law students travel to New York to compete in this prestigious event and have taken home awards for their performances.

• **Marquette Benefits and Social Welfare Law Review**
  Marquette law students work closely with experts in the field to publish a compendium that brings cutting-edge issues of benefits and social welfare law practice and policy to professionals and academics who advocate for social justice for all members of society.
Professor Paul M. Secunda
Professor of Law and Director, Labor and Employment Law Program

Professor Secunda joined Marquette University Law School in the summer of 2008, after six years on the faculty of the University of Mississippi School of Law. He teaches Employment Discrimination Law, Employee Benefits Law, Labor Law, Employment Law, Education Law, and Civil Procedure. Professor Secunda is the faculty advisor to the student Labor and Employment Law Society.

Over the course of his career, Professor Secunda has received a number of professional honors, including being inducted into the American Law Institute and the National Academy of Social Insurance. In 2013, United States Secretary of Labor Hilda Solis appointed Professor Secunda for a three-year term to the Department of Labor’s ERISA Advisory Council, which advises the department on employee benefit law issues involving retirement and welfare benefit plans.

Professor Secunda writes extensively on employee benefits, labor, employment, and education law. His research focuses on the pension and health insurance rights of U.S. employees in comparison to employees in other countries, the constitutional rights of public employees, the organizational and collective bargaining rights of public and private-sector employees, and the rights of special-education children.

Professor Jay E. Grenig

Jay E. Grenig is a professor of law at Marquette University Law School. He has also taught at Pepperdine University School of Law, Willamette University College of Law, the University of Southern California Graduate School of Public Administration, Cornell University School of Industrial and Labor Relations, and Vermont Law School. Professor Grenig has served as an arbitrator or mediator in more than 2,000 labor and employment disputes throughout the nation. He is a former chair of the Labor and Employment Law Section of the Association of American Law Schools and has served as a consultant to the National Commission on Employment Policy.

Additional Faculty with Expertise in Labor and Employment Law

Professor Janine Kim
Race and the Law

Professor Matthew Mitten
Professional Sports Law

Professor Andrea Schneider
Alternative Dispute Resolution

Adjunct Professor Thomas Domer
Workers’ Compensation

Adjunct Professor Harvey Kurtz
Workshop: Drafting Employee Benefit Plans

Adjunct Professor Elana Olson
Advanced Legal Research: Labor and Employment
Examples of Alumni Practicing in the Labor and Employment Law Field

Marquette University Law School graduates are currently practicing in a wide range of roles in the labor and employment law field. Below are a few of our notable alumni who work for management, employee, union, or government clients. Feel free to review a complete profile of these individuals on the Marquette Law School website at law.marquette.edu/programs-degrees/labor-employment-law, under the Alumni tab.

Daniel Dennehy  
Class of 1979  
von Briesen & Roper, s.c.  
Daniel Dennehy advises private-sector clients, especially health care providers, on all aspects of employment, personnel, and labor matters.

Atheneé Lucas  
Class of 2005  
Fiserv/Marquette University  
Atheneé Lucas not only practices law in-house at Fiserv, but she also teaches Employment Law to students at Marquette Business School.

Scott S. Luzi  
Class of 2010  
Walcheske & Luzi, LLC  
Scott S. Luzi is currently a partner and managing member of Walcheske & Luzi, LLC. His practice focuses on all areas of labor and employment law.

Rebeca López  
Class of 2012  
Godfrey & Kahn, S.C.  
Rebeca López focuses her practice on aiding employers in interpreting and applying local and federal employment laws.

Theresa Lenz  
Class of 2012  
National Labor Relations Board  
Theresa Lenz is a field attorney for the NLRB in Baltimore and focuses on investigating and litigating unfair employer and union labor practices.

Juan Amado  
Class of 2011  
Zywave, Inc.  
Juan Amado’s practice focuses on helping insurance brokers and their clients navigate employee benefits law and workplace safety regulations.

Alyssa Dowse  
Class of 2010  
Quarles & Brady, LLP  
Alyssa Dowse’s practice focuses on advising clients on issues involving ERISA and the changes in the law concerning the Affordable Care Act.

Teresa Mambu-Rasch  
Class of 2008  
Wisconsin State AFL-CIO  
Teresa Mambu-Rasch is the Legislative Director of the Wisconsin State AFL-CIO, where she advocates for and identifies how new laws impact working families in Wisconsin.