

**ANNOUNCEMENT FOR –**  
**The College of Labor and Employment Lawyers and**  
**American Bar Association Section of Labor and Employment Law**  
**Annual Law Student Writing Competition for 2024**

The ABA Section of Labor and Employment Law and The College of Labor and Employment Lawyers are pleased to announce their 2024 writing competition. This competition is open to articles written while the author is an active student at an accredited law school in the United States. Authors may not have graduated from law school prior to December 1, 2023. Graduate students in law school (LLM candidates) are not eligible.

Prizes are as follows: First Place: \$3000; Second Place: \$1000, and Third Place: \$500. The first-place winning article may be selected for publication in the **ABA Journal of Labor & Employment Law**. In addition, the author of the first-place paper will be a guest at the ABA Annual Section of Labor and Employment Law Conference and honored at the Annual Induction Dinner of the College of Labor and Employment Lawyers. The College and the Section reserve the right not to select any article for publication or award any prizes if, in their judgment, the submissions do not meet their standards for outstanding legal writing.

*Complete rules are attached and should be read in their entirety.*  
*Competition rules can also be found on the College website at*  
[www.laborandemploymentcollege.org](http://www.laborandemploymentcollege.org).

**College of Labor and Employment Lawyers and  
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Annual Law Student Writing Competition 2024**

**RULES**

*A scoring rubric, used by the competition judges, can be found on the CLEL website and details the five areas judges focus their review. In addition, the rubric shows the standards for each category and the score associated with those standards. Students are strongly encouraged to review this guide before submitting their paper.*

1. Students should choose a subject which can be written about through the legal lens with a balanced full spectrum legal analysis. Judges will be grading on the following points and as such, will pay specific attention these questions:
  - **Is the topic relevant, engaging and useful to labor and employment lawyers in their practices?** The article should not be one state centric, rather it should be relevant nationally, or at a minimum, it should compare/contrast the state to the national perspective.
  - **Are competing viewpoints considered?** The author should present the arguments in a professional, not political or ideological, manner befitting a scholarly work and, therefore, language, tone and treatment of alternative perspectives and points of view should be descriptive and/or analytical.
  - **Is the analysis original, novel, fresh, and innovative?** Is the topic more than a simple description of a court decision or other legal development?
  - **Is the paper well written, with strong footnoting following the Bluebook and providing insightful information?** Citations to the law should focus on primary sources. Secondary sources and media reports should come from sources that are trustworthy and unbiased.
2. Entries will also be evaluated on clarity, including on syntax, grammar and spelling.
3. Students are required to confer or consult with a labor or employment law professor or practitioner on topics.
4. Manuscripts must be the original work of a single author and may not have been written for paid employment. The manuscript may not be under review for publication anywhere at the time it is submitted to this competition and may not be submitted for publication anywhere between the date of its submission and September 15, 2024. If you have not heard from a CLEL representative by September 15, 2024, you should contact the office to determine if you are eligible to submit your paper for publication elsewhere.
5. The text should be in 12-point Times New Roman font, double-spaced on 8 ½ x 11 inch paper with one-inch margins on all sides. Footnotes should be in 12-point Times New Roman

font, but can be single spaced. The manuscript, exclusive of the cover page, must be between 20 and 30 pages. Do not submit an abstract, endnotes, a table of contents, or table of cases. Articles must be submitted as two attachments, one in Microsoft Word and one in PDF format.

6. All citations should conform to *The Bluebook: A Uniform System of Citation* (20th Edition). Footnotes should be instructive and not merely cite a case or secondary source. **For secondary sources, law review articles are preferred sources over online encyclopedias, blog posts, and social media, unless they are directly relevant to the topic (for example, a situation where a worker was fired for writing a blog post).** If an online source mentions or cites a case, please cite directly to the original case.

7. Submissions must have been written while the author was a student at an accredited law school in the United States. Authors may not have graduated from law school prior to December 1, 2023.

8. No person may submit more than one entry.

9. The judges reserve the right not to award any prizes and to reject any or all submissions.

10. Articles must be submitted to [swan@laborandemploymentcollege.org](mailto:swan@laborandemploymentcollege.org), using the subject line "Writing Competition," by midnight (EDT) on **June 15, 2024**. To assure that competition judges are not provided information on authors' identity, a separate cover page must be submitted with your manuscript (see last page of rules). No personal information should appear on the manuscript itself; however, the title should appear at the top of the first page and pages should be numbered. Do not include your name as part of the file names of your Word or PDF documents; instead use a descriptive name related to the subject matter of your article, such as "Free Speech and the National Labor Relations Act," or "Religion and Employment Law."

11. A scoring rubric can be viewed on the CLEL website detailing the five areas on which papers are judged and scored. In addition, the rubric shows the standards for each category and the score associated with those standards. Students are strongly encouraged to review this guide before submitting their paper.

### **PUBLICATION AND PRIZES**

1. The following prizes are available: First Place: \$3,000; Second Place: \$1,000; and Third Place: \$500.

2. One or more articles may be selected for publication in the *ABA Journal of Labor & Employment Law*. Papers should not be submitted if the author is unwilling to commit to the paper being printed in the *ABA Journal of Labor & Employment Law* assuming your paper wins first place.

3. Names of the authors of the winning articles and titles of their articles may be mentioned in the *ABA Journal of Labor & Employment Law*.

4. The author of the first-place winning article will be invited as a guest of the annual Continuing Legal Education program of the ABA Section of Labor and Employment Law and honored at the Annual Induction Dinner of the College of Labor and Employment Lawyers.

5. The College of Labor and Employment Lawyers may, at its discretion, include a copy of any or all of the prize-winning manuscripts in an issue of its newsletter or on its web site.

6. Editors of the **ABA Journal of Labor and Employment Law** have the final authority, in their discretion, over whether to publish a winning article. A paper **may not** be published, among other reasons, if the winning paper's topic is the same, or similar to, other articles that have largely covered the field or predominantly covered the field.

The winning paper will be ineligible for publication in the **Journal** if the paper has been or will be accepted for publication elsewhere at any stage of the judging process which starts with the submission of the paper and continues through the announcement of the competition winner.

## 2024 Law Student Writing Competition

### Student Information and Verification

Title:

Author:

Law School:

Graduation Date:

E-mail Address:

Street Address:

Phone Number:

#### **Please read and confirm:**

- ▶ My paper has not been written as part of any paid employment.
- ▶ My paper is not currently under review for publication anywhere and I will not submit it for publication anywhere between the date of my submission to this competition and September 15, 2024.
- ▶ I have consulted with a professional (professor, attorney) on topic selection.
- ▶ I have read all rules and requirements of this competition and have fully complied therewith.
- ▶ Do not submit your paper if you are unwilling, or unsure if you will be able, to commit to your paper being printed in the *ABA Journal of Labor & Employment Law*.

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Student Signature

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Date

THE CLEL/ABA JLEL SCORING GUIDE FOR STUDENT ARTICLES

**PLEASE NOTE:** This year Judges may elect to reject a paper without reading the submission in its entirety if a minimum writing standard is not met. At least five instances of errors of law or the Rules of Writing (including too many typos, grammatical mistakes, missing words per page, etc.) must be noted before such a determination can be made. Such paper must be returned to Susan Wan with noted errors on the paper itself as well as a completed Tally Sheet with the “Rejected Paper” box check marked.

Score Range	Relevance and Usefulness to Practitioners	Legal Analysis	Use of Authority	Compliance with Rules of Writing and Bluebook	Writing Style
	<b>Score:</b>	<b>Score:</b>	<b>Score:</b>	<b>Score:</b>	<b>Score:</b>
<b>9-10</b>	<ul style="list-style-type: none"> <li>- Addresses contemporary legal issues.</li> <li>- Issues addressed are very relevant to practicing attorneys.</li> <li>- Adopts a practical focus or advances important policy position.</li> </ul>	<ul style="list-style-type: none"> <li>- Author adopts an insightful position and comes to a logical conclusion.</li> <li>- Remains focused.</li> <li>- Demonstrates thoughtful, creative analysis of sources of all viewpoints.</li> </ul>	<ul style="list-style-type: none"> <li>- Frequent footnotes (every 1-2 sentences).</li> <li>- Detailed and helpful footnotes</li> <li>- Footnotes relate logically and effectively to the above-the-line statement.</li> <li>- Statements in the text are appropriately footnoted. Sources used offer diverse perspectives. Citations used (primary v. secondary) are appropriate to the citations made in the text.</li> <li>- Primary source materials have been used whenever available.</li> </ul>	<ul style="list-style-type: none"> <li>- Few or no obvious BB mistakes.</li> <li>- Few or no obvious grammatical mistakes.</li> <li>- Few or no general errors.</li> </ul>	<ul style="list-style-type: none"> <li>- Clearly written</li> <li>- Sentences all complete and of varying length.</li> <li>- Word choice consistent and interesting.</li> <li>- Writing is concise and focused.</li> <li>- Almost no passive voice.</li> </ul>
<b>7-8</b>	<ul style="list-style-type: none"> <li>- Addresses contemporary issue that has not been widely addressed in other publications.</li> <li>- Issues presented are relevant to practicing attorneys.</li> <li>- Adopts a somewhat practical focus or advances substantial policy position.</li> </ul>	<ul style="list-style-type: none"> <li>- Adopts a position and comes to a related conclusion.</li> <li>- Generally remains focused.</li> <li>- Demonstrates generally insightful analysis of multiple viewpoints.</li> </ul>	<ul style="list-style-type: none"> <li>- Frequent footnotes (every 2 or 3 sentences).</li> <li>- Detailed and helpful footnotes.</li> <li>- Footnotes relate logically and effectively to the above-the-line statement.</li> <li>- Statements in the text are mostly footnoted appropriately. Sources used generally offer diverse perspectives. Citations used (primary v. secondary) are generally appropriate to the citations made in the text.</li> <li>- Primary source materials have been used whenever available.</li> </ul>	<ul style="list-style-type: none"> <li>- Some BB mistakes.</li> <li>- Very few grammatical mistakes.</li> <li>- Some general errors.</li> <li>- Generally, few number of errors.</li> </ul>	<ul style="list-style-type: none"> <li>- Mostly clearly written.</li> <li>- Mostly simple sentences and some variety of sentence length.</li> <li>- Some interesting word choices.</li> <li>- Writing is focused.</li> <li>- Very little passive voice.</li> </ul>

<b>Score Range</b>	<b>Relevance and Usefulness to Practitioners</b>	<b>Legal Analysis</b>	<b>Use of Authority</b>	<b>Compliance with Rules of Writing and Bluebook</b>	<b>Writing Style</b>
	<b>Score:</b>	<b>Score:</b>	<b>Score:</b>	<b>Score:</b>	<b>Score:</b>
<b>5-6</b>	<ul style="list-style-type: none"> <li>- Issues addressed are either not contemporary or have been widely written about in other publications.</li> <li>- Issues addressed are somewhat relevant to practicing attorneys.</li> <li>- Paper is more academic than practical.</li> </ul>	<ul style="list-style-type: none"> <li>- Author adopts an obvious position and comes to a somewhat related conclusion.</li> <li>- Paper sometimes loses focus.</li> <li>- Analysis is minimally related to the background section and uses little of the background information.</li> <li>- Demonstrates some insightful analysis and gives relatively cursory treatment to contrary viewpoints.</li> </ul>	<ul style="list-style-type: none"> <li>- More than one footnote per paragraph.</li> <li>- Footnotes could be more detailed and helpful.</li> <li>- Footnotes generally relate to the above-the-line statement.</li> <li>- Statements in the text generally footnoted appropriately. Sources used offer some diverse perspectives. Citations used (primary v. secondary) frequently relate to the text.</li> </ul>	<ul style="list-style-type: none"> <li>- Frequent BB mistakes.</li> <li>- Frequent grammatical mistakes.</li> <li>- Frequent general errors.</li> <li>- Generally, distracting number of errors</li> </ul>	<ul style="list-style-type: none"> <li>- Some unclear sentences, ideas.</li> <li>- Some run-on or fragmented sentences and little variety of sentence length.</li> <li>- Appropriate but "boring" word choices.</li> <li>- Writing is adequately focused but goes on some tangents.</li> <li>- Some passive voice.</li> </ul>
<b>3-4</b>	<ul style="list-style-type: none"> <li>- Issues addressed are not contemporary and have been widely addressed in other publications.</li> <li>- Subject matter is of little to no relevance to practicing attorneys</li> <li>- Paper adopts an entirely academic focus, with no attempt to provide guidance to practitioners.</li> </ul>	<ul style="list-style-type: none"> <li>- Author fails to adopt a position and fails to come to a conclusion.</li> <li>- Paper lacks focus</li> <li>- Analysis is not related to the background section and does not use the background information.</li> <li>- Mainly obvious, uncreative analysis, and addresses very few contrary viewpoints.</li> </ul>	<ul style="list-style-type: none"> <li>- One or fewer footnotes per paragraph on average.</li> <li>- Footnotes lack detail/are unhelpful.</li> <li>- Footnotes do not relate to the above-the-line statement.</li> <li>- Relatively few statements in the text are footnoted appropriately. Sources used do not offer diverse perspectives. Citations used (primary v. secondary) relate somewhat to the text.</li> </ul>	<ul style="list-style-type: none"> <li>- Serious BB mistakes.</li> <li>- Poor grammar.</li> <li>- Serious general errors.</li> <li>- Generally, BB and grammatical errors make it difficult to read.</li> </ul>	<ul style="list-style-type: none"> <li>- Unclear sentences.</li> <li>- Frequent run-on or fragmented sentences.</li> <li>- No variety of sentence length.</li> <li>- Writing is poorly focused and wanders.</li> <li>- Frequent use of passive voice.</li> </ul>
<b>1-2</b>	Little to no attempt.	Little to no attempt.	Little to no attempt.	Little to no attempt.	Little to no attempt.

