NEW YORK LAW SCHOOL

MOOT COURT ASSOCIATION

51st ANNUAL ROBERT F. WAGNER NATIONAL LABOR AND EMPLOYMENT LAW MOOT COURT COMPETITION

February 19th–February 21st, 2027

COMPETITION RULES

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51st ANNUAL WAGNER COMPETITION CO-CHAIRS

INTRODUCTION

The New York Law School Moot Court Association (the "Association") will host the 51st Annual Robert F. Wagner National Labor and Employment Law Moot Court Competition (the "Competition") from **Friday, February 19, 2027, through Sunday, February 21, 2027.** The Competition provides the opportunity for law students with an interest in labor and employment law to strengthen their appellate advocacy skills and foster a continued spirit of kinship among competing teams. Participation in the Competition is limited to the first forty (40) teams that register. The 2027 Competition will be conducted **in-person** at New York Law School, which is located at 185 West Broadway, New York, NY 10013.

Any changes, clarifications, or FAQs related to the Robert F. Wagner Moot Court Competition Rules 2027 (the "Rules") will be distributed to all teams via email.

CONTACT INFORMATION

All questions, inquiries, requests, and comments must be submitted to the Wagner Competition Co-Chairs ("the Chairs"), Karen Munir and Henry Stroth, at wagner.moot@nyls.edu.

PART I. TEAMS

1.1 Eligibility. Any current student in good academic standing in a full-time or part-time juris doctor program at the law school that they represent is eligible to participate. No team member may hold a law degree.

1.2 Visiting Students. A law student enrolled in courses at an institution other than his/her home institution may compete with either his/her home institution or host institution, but not both.

1.3 Team Registration. A maximum of one (1) team may represent any one law school in the Competition. The Association may open registration to a second team from the same school if forty (40) schools have not registered before registration closes.

1.4 Team Members. Each participating team shall consist of only two (2) competitors (the "Competitor(s)". All Competitors) must argue in each round and must participate in writing the team's brief; coaches and advisors may not participate in writing the team's brief (see Section 2.2).

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1.5 Withdrawals and Replacements. Teams must give notice of their intent to withdraw from the Competition or to replace a Competitor by the date provided in Section 11.3 (the "Withdrawal/Replacement Deadline"). Upon

written notice to the Chairs, Competitors may be replaced after the Withdrawal/Replacement Deadline, subject to the Chairs' express written consent.

An entire team may withdraw from the Competition so long as the team has given the Chairs written notice of its decision to withdraw no later than the Withdrawal/Replacement Deadline. Teams that withdraw will forfeit their registration fee. Registration fees will not be refunded in whole or in part.

PART II. COACHES AND ADVISORS

2.1 Coaches and Advisors. Each team may designate a maximum of two (2) coaches or advisors to assist with competition preparation, subject to the limitations of Section 2.2. Coaches and advisors may include but are not limited to students, faculty members, practitioners, and outside legal advisors.

2.2 Permissible Assistance. Subject to the conditions of Part III, law school faculty, practicing lawyers, and outside legal advisors shall assist **only** with oral argument preparation. Law school faculty, practicing lawyers, and outside advisors shall not, **under any circumstances**, aid in outlining, researching, writing, editing, or strategizing about the Competitors' brief.

2.3 Directives. All coaches and advisors are subject to the same rules as Competitors, except as explicitly stated in these Rules.

PART III. OUTSIDE ASSISTANCE

3.1 Research and Brief Writing Assistance. Competitors shall not receive assistance of any kind from coaches, advisors, school writing centers, practitioners, faculty members, or other persons during the research, writing, and brief editing process. Competitors may, however, consult legal research and non-legal research resources when conducting research for their brief, including but not limited to, Westlaw, LexisNexis, Bloomberg Law, treatises, cases, statutes, practical guides, and online resources.

3.2 Librarian Assistance. The consultation of a librarian is only permissible to the extent that the librarian assists in procuring a resource requested by a Competitor. Competitors shall not solicit or accept recommendations of resources by a librarian based on any information contained in or derived from the fact pattern.

3.3 Oral Argument Assistance. Competitors may receive assistance with oral argument preparation from coaches, advisors, students, practitioners, faculty members, or any other person the Competitors solicit for oral argument assistance. During the Competition, Competitors shall only solicit or accept assistance from coaches and advisors. During oral argument rounds, assistance provided to the Competitors by coaches and advisors may only be done outside of the physical room from which the Competitors will argue and must be done before or after the start of an oral argument round. Competitors are strictly forbidden from soliciting or accepting assistance inside of a designated oral argument room and during the time such Competitors are scheduled to present oral argument.

PART IV. DISQUALIFICATION

4.1 Failure to Appear. Any Competitor who fails to appear for his/her/their scheduled oral argument shall cause the automatic disqualification of the entire team from the Competition.

4.2 Failure to Attend Final Round. Any team that advances to the Final Round but is unable to attend must promptly notify the Chairs before 5:00 p.m. on **Saturday, February 20, 2027.** Failure to do so will result in disqualification, forfeiture of any awards received, whether an individual or team award, and exclusion of the nonappearing law school from competing in the subsequent year's Competition.

4.3 Egregious Acts. The Association reserves the right to disqualify any Competitor or team of Competitors for a Competitor, team, spectator, coach, or advisor that acts in an egregious manner, so much so, that it shocks the conscience of a reasonable Competitor, offends the notion of justice and fairness, or runs counter to the decencies of civilized conduct that one should adhere to during a moot court competition. A disqualification under Section 4.3 shall be made at the sole discretion of the Chairs.

4.4 Use of Generative Artificial Intelligence. All briefs must be the original work of the competitors. Competitors may not use generative artificial intelligence tools (including but not limited to ChatGPT, Claude, Gemini, Copilot, or any similar large language model or AI writing assistant) to draft, write, or compose any portion of their brief. This prohibition covers the drafting of arguments, statements of fact, and any other written content submitted as part of the competition.

PART V. BRIEFS

5.1 Petitioner/Respondent Assignments. The Chairs will randomly assign each team a side to write on for their brief (i.e., Petitioner or Respondent). Each team will also be assigned a team number. Team numbers and sides will be sent to each team individually via email on the date that the fact pattern (the "Record") is released.

5.2. Applicable Laws and Rules.

(a) Format Rules. Except as otherwise provided, the United States Supreme Court Rules shall govern the format and pagination of the briefs.

(b) State of Wagner. If a case, event, or otherwise is set in the State of Wagner, the State of Wagner shall be considered the 51st state of the United States.

(c) Procedural Rules. In addition to any Wagner statutes set out in the Record, and except as otherwise provided in the Rules or in the Record, the Federal Rules of Civil Procedure, the Federal Rules of Criminal

Procedure, the Federal Rules of Appellate Procedure, and the Rules of the Supreme Court of the United States shall apply.

5.3 Components. Briefs shall include the following sections:

(a) Cover Page;

(b) Questions Presented for Review, stated in a brief manner and not in a manner that is argumentative or repetitive. The questions shall be set out on the first page following the cover page, and no other information shall appear on that page;

(c) Table of Contents;

(d) Table of Authorities, (*i.e.*, cases alphabetically arranged, constitutional provisions, statutes, treatises, and other materials) with references to the pages in the document where such authorities are cited. The table of authorities should not use the "*passim*" notation, but should instead list every page on which an authority is cited. Page ranges may be used if the authority is cited on every page in the range (*e.g.*, "7–10" instead of "7, 8, 9, 10");

(e) Opinions Below;

(f) Statement of the Case, including a Statement of Facts material to the consideration of the questions presented and Procedural History, both with appropriate references to the record;

(g) Summary of the Argument, suitably paragraphed and setting forth a clear and concise condensation of the argument(s) made in the body of the brief; mere repetition of the headings under which the argument is arranged is not sufficient;

(h) Argument, exhibiting clearly the points of fact and law presented and citing the authorities and statutes relied on;

(i) Conclusion, specifying with particularity the relief that the party seeks;

(j) Appendices, if any;

(k) Completed Proof of Service Form attached hereto;

(l) Completed Certification Form attached hereto; and

(m) The brief shall not include a formal statement of jurisdiction.

5.4 Format.

(a) Cover Page. The cover page of the Petitioner's brief must have a blue background, and the cover page of the Respondent's brief must have a red background.

(b) Page Limit and Size. No brief shall exceed thirty (30) pages, excluding: (i) the Cover Page, (ii) Questions Presented, (iii) Table of Contents, (iv) Table of Authorities, and (v) Appendices (if included). Any partially filled page will be counted as a full page. Each page of the brief shall measure 81⁄2 by 11 inches, with one-inch margins on all sides (excluding page numbers).

(c) Footnotes and Headings. Teams may elect to use footnotes, point headings, and/or sub-point headings. Footnotes, point headings, sub-point headings, and all other words found within a page of the brief, including the signature block, count toward the page limit, unless they form a part of one of the excluded sections listed in Section 5.4(b).

(d) Spacing and Justification. All sections of the brief, except for the cover page, footnotes, point headings, sub-point headings, and block quotations, must be double-spaced. The headings of any text shall be centered. The body of any text shall be justified.

(e) Typeface. The typeface for the brief shall be in a Century family (*e.g.*, Century Expanded, New Century Schoolbook, or Century Schoolbook), size 12-point font, except for footnotes which shall be size 10-point font.

(f) Citations. All citations must be in the form prescribed by *The Bluebook: A Uniform System of Citation*, 21st ed. All cases cited in the briefs must be reported opinions decided on or before **Friday October 30, 2026**. Citations to unreported or forthcoming cases is prohibited.

(g) Identifying Information. Briefs shall not contain any identifying information, including law school name or any Competitor names. The team number assigned by the Chairs must appear on the lower right-hand corner of **every page** of the brief. Any violation of anonymity in submitting briefs may result in disqualification pursuant to Part IV.

5.5 Service of Briefs and Certification.

(a) Electronic Submission. All briefs must be emailed to wagner.moot@nyls.edu in both PDF and Word Doc. format no later than 6:00 p.m. Eastern Standard Time on Friday**, January 8 2027** (the "Electronic Submission Date"). PDF copies of all brief submissions will be made available on the Competition website by 6:00 p.m. Eastern Standard Time on **Friday, January 8, 2027.** Electronic submissions shall comply with the anonymity rules of Section 5.4(h).

(b) File Name. Brief filenames must adhere to the following format:

[TEAM NUMBER]_Respondent.pdf /[TEAM NUMER]_Respondent.docx

or

[TEAM NUMBER]_Petitioner.pdf/[TEAM NUMER]_Petitioner.docx

(Example: 5_Respondent.pdf)

(c) Certifications. Each team must include completed Proof of Service and Certification forms (attached), which attest that a PDF version of the brief was timely served on the Association, and that the Competitors have complied with the Rules. A penalty of ten (10) points shall be deducted for failure to include either the Proof of Service or the Certification. A penalty of twenty (20) points shall be deducted for failure to include both the Proof of Service and Certification.

(d) Late Submissions. Each brief received after the Electronic Submission Date shall be penalized with a deduction of ten (10) points from the total brief score for each day after the Election Submission Date. Failure to receive the brief by 6 p.m. Eastern Standard Time on Monday**, January 11, 2027,** will result in automatic disqualification, subject to the sole discretion of the Chairs.

(e) Finality. Briefs are final upon submission and may not be revised, modified, or supplemented once submitted.

5.6 Brief Scoring.

(a) Graders. Each brief will be scored by no less than three (3) content graders and one (1) Bluebook grader. Graders will be Members of the Association's Executive Board. Each team's final brief score will be calculated by adding the arithmetic average of the content scores to the Bluebook score.

(b) Rule Adherence. Failure to conform to any of the Rules expressly provided herein will result in a reduction of a team's brief score, subject to the Chairs' discretion.

PART VI. ORAL ARGUMENT

6.1 Length/Order. Each team is allotted thirty (30) minutes for oral argument (the "Allotted Time"). The Allotted Time may be divided between two Competitors as the team sees fit, provided that each oralist argues for at least ten (10) minutes (the "Minimum Time"). Petitioner may reserve a maximum of three (3) minutes for rebuttal. Failure to argue for the Minimum Time shall result in a ten (10) point deduction from that oralist's score. Each team is required to inform the bailiff of how they wish to split their allotted time prior to the commencement of the round. Each team must argue the issues in the order in which they appear in the Questions Presented.

6.2 Rebuttal. Petitioner has the exclusive right to request rebuttal. Petitioner may reserve a maximum of three (3) minutes for rebuttal by notifying the bailiff before the justices enter the "courtroom." Petitioner must still formally request rebuttal time from the Chief Justice of the Court at the beginning of Petitioner's argument. Failure to inform the bailiff and the Court will be treated as a waiver of rebuttal. Rebuttal can only be given by one

Competitor arguing for Petitioner. Petitioner may waive rebuttal by informing the Chief Justice of the Court after Respondents have concluded their oral argument.

6.3 Timekeeping. Each oral argument will have one (1) bailiff provided by the Association, who will be responsible for monitoring the Competitors' time and ensuring that the justices have submitted the score sheets for the round. The bailiff will hold up a timecard indicating when each Competitor has ten (10), five (5), three (3), and one (1) minute(s) remaining. At the conclusion of the argument, the bailiff will then hold up a card indicating that the Competitor's time has expired.

6.4 Accommodations. A team may request time and a half for any participant to accommodate disabilities. Written requests for such accommodations must be made to the Chairs by 6:00 p.m. Eastern Standard Time on **Friday, January 15, 2027**. Requests are subject to the final approval of the Association's Executive Board.

6.5 Preliminary Rounds. All teams shall present oral arguments in two (2) preliminary rounds. In the first preliminary round, all teams shall argue for the side that they wrote for in their brief. If there is an odd number of teams competing, the Association reserves the right to field one or more "ghost teams" to ensure that each competing team will argue on-brief for the first preliminary round. For the second preliminary round, teams will argue off-brief. Each team will argue at least once for Petitioner and at least once for Respondent during the preliminary rounds. Assignment of the sides that each team will argue for will be distributed prior to the commencement of the preliminary rounds.

6.7 Prohibited Conduct. No visual aids may be used for oral arguments. The recording or taping of any argument is strictly prohibited. New York Law School reserves the exclusive right to record the Final Round for purposes of display on the Association's website. Teams may not identify their school to any justice or bailiff during the Competition. Any disclosure of such information may result in disqualification from the Competition, subject to the Chairs' discretion.

6.8 Objections. Any objection under Section 6.9 must be raised to the bailiff in a manner consistent with the subsections hereto. The following objections may be raised with regard to oral argument:

(a) Perceived Conflict of Interest. Any team may object to a perceived relationship or conflict between its opposing team and the sitting bench. Objections under Section 6.8(a) must be raised **before** the oral argument begins. Objections shall be disclosed to the bailiff, who shall promptly notify the Chairs. Failure to object before the argument commences constitutes a waiver of the right to object. Only Competitors, coaches, and advisors are permitted to raise objections under this Section 6.8(a). Personal or professional relationships between a team member and an individual sitting on the bench must be disclosed to the Chairs prior to the commencement of the round.

(b) Observed Conduct. Any team may object to conduct observed during a round that may have reasonably impacted their oral argument score for that round. Such objections must be raised to the Chairs immediately after the round is completed. Failure to do so will be deemed a waiver of the right to object for that round.

(c) Writing Requirement. All objections must be submitted in writing promptly after being disclosed to the bailiff or to the Chairs. The Chairs have the sole authority to resolve any Part VI dispute that may arise during the Competition.

6.9 Scoring. Scores will be based on a combination of brief and oral argument scores, consistent with the following rules:

(a) Justices. Each oral argument round will be judged by a minimum of two (2) justices and scored in accordance with a standardized scoring sheet, which will be the same sheet used for all oral argument rounds during the Competition.

(b) Preliminary Rounds. The brief score will count for forty percent (40%) of the total score. Oral argument scores will count for sixty percent (60%) of the total score. The sixteen (16) teams with the highest combined brief and oral argument score will advance to the Octo-Final Round.

(c) Octo-Final Round. The brief score will count for twenty percent (20%) of the total score. Oral argument scores will count for eighty percent (80%) of the total score. The eight (8) teams with the highest combined brief and oral argument score will advance to the Quarter-Final Round.

(d) Quarter-Final Round. The total score will be determined solely on the basis of the oral argument score. The winner will be the team in each courtroom with the higher oral argument score, determined by the sum of the justices' scores for each Competitor participating in that round. The brief score will only count in the event of a tie. If a tie still exists after looking at the brief score, a cumulative average of the teams' oral argument scores from all previous rounds will serve as a tiebreaker. The four (4) teams with the highest score in each courtroom will advance to the Semi-Final Round.

(e) Semi-Final Round. The total score will be determined solely on the basis of the oral argument score. The winner will be the team in each courtroom with the higher total argument score, calculated by adding all of the justices' scores for each Competitor participating in that round. The brief score will only count in the event of a tie. If a tie still exists after looking at the brief score, a cumulative average of the teams' oral argument scores from all previous rounds will serve as a tiebreaker. The two (2) teams with the highest score in each courtroom will advance to the Final Round.

(f) Final Round. The Final Round justices shall have the sole discretion in selecting the National Championship Team and the Best Final Round Oral Advocate.

(g) Score Sheets. Oral Argument scores will be distributed to teams in electronic form after the conclusion of the competition, unless requested.

PART VII. ADVANCED ROUNDS

7.1 Octo-Final Round. The top sixteen (16) teams will be ranked based upon the brief scores (40%) and Preliminary Round oral argument scores (60%). Pairings will be determined by having the highest ranked teams competing against the lowest ranked teams.

7.2 Quarter-Final Round. The top eight (8) teams will be ranked based upon the brief score (20%) and Octo-Final Round oral argument scores (80%). Pairings will be determined by having the highest ranked teams competing against the lowest ranked teams.

7.3 Semi-Final Round. The top four (4) teams will be ranked based upon their Quarter- Final Round oral argument score (100%). Pairing will be determined by having the highest ranked teams competing against the lowest ranked teams.

7.4 Final Round. The top two (2) teams will compete in the Final Round.

7.5 Coin Toss. For the Quarter-Final Round and Semi-Final Round, the Chairs will toss a coin to assign which side (Petitioner or Respondent) each team will argue.. For the Final Round, the Chairs will toss a coin at the Wagner Ball on Saturday, February 20, 2027. The higher ranked team will choose "heads" or "tails," and the team that wins the coin toss will choose which side their team will argue.

PART VIII. AWARDS

8.1. Awards. The following awards may be bestowed at the Competition:

(a) National Championship Team

(b) National Championship Team Runner-Up

(c) Best Final Round Oral Advocate

(d) Best Petitioner Preliminary Round Oral Advocate

(e) Best Respondent Preliminary Round Oral Advocate

(f) Best Preliminary Round Team

(g) Best Petitioner Brief

(h) Best Respondent Brief

8.2 Announcements. All Preliminary Round awards, as listed in Section 8.1(d)–(h), will be presented at the Wagner Ball on **Saturday**, **February 20, 2027**. Final Round awards, as listed in Section 8.1(a)–(c), will be presented after the conclusion of the Final Round, on **Sunday**, February 2**1, 2027**.

PART IX. AUTHORITY OF THE ASSOCIATION

9.1 Chairs. The Chairs, Karen Munir and Henry Stroth, shall have the sole discretion to interpret, apply, and amend these Rules. The Chairs have the sole authority to assess penalties or to disqualify teams for any failure to abide by these Rules. Decisions will be made based upon the information obtained from the Competitors, justices, and/or bailiffs. Such decisions will be promptly communicated to the parties involved.

9.2 Clarifications and Amendments. All requests for clarification of these Rules must be e-mailed to wagner.moot@nyls.edu by 6:00 p.m. Eastern Standard Time on Fri**day, January 8, 2027.** The Chairs shall notify all teams of amendments to or clarifications of these Rules via e-mail. If any questions about the Rules arise during the oral argument rounds, they must be addressed to the Chairs. All decisions made by the Chairs, or the Executive Board are final.

9.3 Substantive Inquiries. The Wagner Authors have the sole discretion to answer substantive inquiries concerning the Record. All such inquiries must be e-mailed from the requesting school to wagner.moot@nyls.edu by 6:00 p.m. Eastern Standard Time on Thursday**, December 10, 2026.** Answers to substantive questions will be sent to all Competitors via e-mail. All decisions of the Wagner Authors are final. If any questions about the Record arise during the oral argument rounds, they must be addressed to the Chairs. The Chairs have the sole discretion to answer substantive inquiries during the oral argument rounds. Any answer to a substantive inquiry shall be communicated to Competitors, coaches, and advisors as soon as reasonably possible, in a manner deemed most appropriate by the Chairs.

9.4 Notice. All correspondence regarding the Competition must be made via the Competition email, wagner.moot@nyls.edu.

PART X. THE RECORD

10.1 The Record. Students and Faculty of New York Law School and the Association prepared the Record, which is copyrighted by the New York Law School Moot Court Association. Except as otherwise provided, reproductions of any information (including the Record) for any use shall not be made, except with written consent from the Association. If permission is granted, use will be permitted only on the condition that: (1) the Wagner Author(s) and the Association are appropriately identified on each copy; and (2) proper notice of copyright is affixed to each copy.

PART XI. DATES

11.1 Posting Date. The Record, along with these Rules, will be posted to the Competition website on or about 11:59 p.m. Eastern Standard Time, **Friday, October 30, 2026.**

11.2 Submission Date. Briefs must be submitted, in accordance with these Rules, by **Friday, January 8, 2027,** no later than 6:00 p.m. Eastern Standard Time.

11.3 Withdrawal/Replacement Deadline. A team may withdraw, or individual Competitors may be replaced, by giving written notice to the Chairs by **Monday, January 4, 2027,** no later than 11:59 p.m. Eastern Standard Time. Registration fees are non-refundable.

11.4 Competition Dates. The Competition will be held from **Friday, February 19, 2027, through Sunday, February 21, 2027.**

Please Review the Following Supplements

PROOF OF SERVICE

We certify that our team has submitted PDF and Word Doc. versions of our brief in accordance with the Rules of the 50th Annual Robert F. Wagner National Labor and Employment Law Moot Court Competition at New York Law School. An email submitted no later than **6:00 p.m. Eastern Standard Time, Friday January 8, 2027,** is evidence of this proper and timely service.

_____ Law
School Name

_____ Team
Number

_____	_____	_____
Competitor 1 Name	Signature	Date
_____	_____	_____
Competitor 2 Name	Signature	Date
_____	_____	_____
Coach Name	Signature	Date
_____	_____	_____
Coach Name	Signature	Date

CERTIFICATION

We certify that we have complied with the Rules of the 50th Annual Robert F. Wagner National Labor and Employment Law Moot Court Competition at New York Law School. This brief is the work product solely of the undersigned Competitors. The undersigned Competitors have not received any assistance from any law school

faculty member, student, coach, or any other person when outlining, researching, writing, editing, or strategizing about the enclosed brief.

_____ Law
School Name

_____ Team
Number

_____	_____	_____
Competitor 1 Name	Signature	Date
_____	_____	_____
Competitor 2 Name	Signature	Date
_____	_____	_____
Coach Name	Signature	Date
_____	_____	_____
Coach Name	Signature	Date