

Employment Law

Course Description: ½ Year/Credit. Everyone is affected by employment law whether they are a manager, an owner/employer, or an employee. This course will review the history of where these laws come from and how they affect the everyday lives of employers and their employees, from hourly pay, health benefits, health and safety, employment contracts, discrimination, and all other aspects of employment. A variety of cases will be highlighted and terminology explained.

Employment Law		
Time	Unit Topic	NEW YORK STATE STANDARDS
2 Weeks	🕒 Public Policy – Where do laws come from?	CDOS #1 Career Development CDOS #2 Integrated Learning CDOS #3a Universal Foundation Skills Social Studies #4 Economics Social Studies #1 History of US & NY Social Studies #5 Civics, Citizenship & Government ELA #1 Language for Information & Understanding ELA #3: Language for Critical Analysis & Evaluation ELA #4 Language for Social Interaction
1.5 Weeks	🕒 Agency Relationships	CDOS #1 Career Development CDOS #2 Integrated Learning CDOS #3a Universal Foundation Skills Social Studies #4 Economics Social Studies #1 History of US & NY Social Studies #5 Civics, Citizenship & Government ELA #1 Language for Information & Understanding ELA #3: Language for Critical Analysis & Evaluation ELA #4 Language for Social Interaction
2.5 Weeks	🕒 Employment Relationships <ul style="list-style-type: none"> ○ Employment at will ○ Unionized Employees ○ Public vs. private sector employment 	CDOS #1 Career Development CDOS #2 Integrated Learning CDOS #3a Universal Foundation Skills Social Studies #1 History of US & NY Social Studies #4 Economics Social Studies #5 Civics, Citizenship, & Government ELA #1 Language for Information & Understanding ELA #3: Language for Critical Analysis & Evaluation

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		<i>ELA #4</i> Language for Social Interaction
10 Weeks	<ul style="list-style-type: none"> ⌚ Legislation Affecting Employment <ul style="list-style-type: none"> ○ Fair Labor Standards Act (FLSA) ○ Child Labor Laws ○ OSHA ○ Equal Pay Act ○ ERISA ○ FMLA ○ Federal Privacy Act ○ Drug-Free Workplace Act ○ Employee Polygraph Protection Act ○ Social Security Act ○ Unemployment Compensation ○ Workers' Compensation ⌚ Legislation Affecting Employment (con't.) <ul style="list-style-type: none"> ○ Labor Union Laws <ul style="list-style-type: none"> ▪ Wagner Act ▪ Taft Hartley Act ▪ Landrum Griffin Act ○ Discrimination <ul style="list-style-type: none"> ▪ Civil Rights Act ▪ Sexual Harassment ▪ Age Discrimination Act ▪ Americans with Disabilities Act 	<p><i>CDOS #1</i> Career Development <i>CDOS #2</i> Integrated Learning <i>CDOS #3a</i> Universal Foundation Skills <i>Social Studies #1</i> History of US & NY <i>Social Studies #4</i> Economics <i>Social Studies #5</i> Civics, Citizenship, & Government <i>ELA #1</i> Language for Information & Understanding <i>ELA #3:</i> Language for Critical Analysis & Evaluation <i>ELA #4</i> Language for Social Interaction</p>
4 Weeks	<ul style="list-style-type: none"> ⌚ Collective Bargaining / Employment Contracts <ul style="list-style-type: none"> ○ Management Strategies & Structures ○ Union Strategies & Structures ○ Negotiations Process & Strikes ○ Dispute Resolution ○ Contract Terms & Employment Outcomes ○ Public vs. Private Sector Bargaining 	<p><i>CDOS #1</i> Career Development <i>CDOS #2</i> Integrated Learning <i>CDOS #3a</i> Universal Foundation Skills <i>Social Studies #4</i> Economics <i>Social Studies #5</i> Civics, Citizenship, & Government <i>ELA #1</i> Language for Information & Understanding <i>ELA #3:</i> Language for Critical Analysis & Evaluation <i>ELA #4</i> Language for Social Interaction</p>

RESOURCES:

American Labor Studies Center: <http://www.labor-studies.org/>

California Federation of Teachers: <http://www.cft.org/about/comm/labor/index.html>

NIOSH Youth at Work: <http://www.cdc.gov/niosh/talkingsafety/states/ny/>

The Power in Our Hands – A Curriculum on the History of Work and Workers in the United States