**Course Description:**
This course analyzes the federal and state regulation of the employment relationship, including wage and hour laws, EEO, and Affirmative Action programs. The student will address human resource issues such as employee benefits, insurance, workers' compensation, safety, health, employees' personal rights and collective bargaining legislation. (3 hr. lecture)

**Prerequisite:** MAN3025, MAN3301

### Course Competency

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<tr>
<th>Competency</th>
<th>Learning Outcomes</th>
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| **Competency 1:** The student will demonstrate the ability to describe the legal framework for employee relationship by: | 1. Communication  
3. Critical thinking  
4. Information Literacy  
5. Cultural / Global Perspective  
6. Social Responsibility  
7. Ethical Issues |
| 1. Describing the sources, origin and evolution of employment law | |
| 2. Describing substantive rights under employment laws and procedures for enforcing employment laws | |
| 3. Describing the employment relationship and employment at will and its exception | |
| **Competency 2:** The student will demonstrate the ability to describe employment law pertaining to hiring process by: | 1. Communication  
3. Critical thinking  
4. Information Literacy  
5. Cultural / Global Perspective  
6. Social Responsibility  
7. Ethical Issues |
| 2. Describing the importance of background checks, references, verifying employment eligibility and employment tests | |
| 3. Describing and analyzing Immigration Reform and Control Act, fraud and misrepresentation in hiring, interference with contractual relations and negligent employment | |
| **Competency 3:** The student will demonstrate the ability to describe law and regulation involving managing a diverse workforce by: | 1. Communication  
3. Critical thinking  
4. Information Literacy  
5. Cultural / Global Perspective  
6. Social Responsibility  
7. Ethical Issues |
| 1. Analyzing Affirmative Action and Reverse Affirmative Action | |
2. Analyzing law governing workplace harassment and discrimination
3. Analyzing leave policies under Family and Medical Leave Act

**Competency 4:** The student will demonstrate the ability to recognize and interpret law and regulation regarding pay, benefits, terms and conditions of employment by:

1. Recognizing and interpreting laws under Fair Labor Standard Act, compliance with wages and hour standards, limitations on work hours, Equal Pay Act
2. Recognizing and interpreting laws under Employee retirement Income Securities Act, pension plan, health insurance
3. Recognizing and analyzing laws regarding unions and collective bargaining under National Labor Relations Act
4. Recognizing and interpreting laws regarding Occupational Safety and Health Act, Workers’ Compensation and preventing occupational injuries and illness
5. Analyzing contract negotiations with labor union.

1. Communication
2. Critical thinking
3. Information Literacy
4. Cultural / Global Perspective
5. Social Responsibility
6. Ethical Issues

**Competency 5:** The student will demonstrate the ability to analyze law and regulation regarding performance management by:

1. Evaluating different laws governing performance appraisal, training and development methods
2. Recognizing workplace privacy protections

1. Communication
2. Critical thinking
3. Information Literacy
4. Cultural / Global Perspective
5. Social Responsibility
6. Ethical Issues

**Competency 6:** The student will demonstrate the ability to analyze law and regulation regarding terminating employment by:

1. Analyzing laws and regulations governing terminating individual employee
2. Analyzing laws and regulations governing downsizing and post-termination issues

1. Communication
2. Critical thinking
3. Information Literacy
4. Cultural / Global Perspective
5. Social Responsibility
6. Ethical Issues

*Updated Spring 2021*