



### **Course Description**

#### **MAN4402 | Employment Law and Regulation | 3.00 credits**

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. Prerequisite: MAN3025, MAN3301.

### **Course Competencies:**

**Competency 1:** The student will demonstrate the ability to describe the legal framework for employee relationships by:

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 about the hiring process by:

1. Analyzing Equal Employment Opportunity Council laws governing discrimination in hiring
2. Describing the importance of background checks, references, verifying employment eligibility and employment tests
3. Describing and analyzing the 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 laws and regulations involving managing a diverse workforce by:

1. Analyzing Affirmative Action and Reverse Affirmative Action
2. Analyzing laws governing workplace harassment and discrimination
3. Analyzing leave policies under the 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 the Fair Labor Standard Act, compliance with wages and hour standards, limitations on work hours, Equal Pay Act
2. Recognizing and interpreting laws under the 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
5. Safety and Health Act, Workers' Compensation and preventing
6. occupational injuries and illness
7. Analyzing contract negotiations with labor unions

**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

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

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

**Learning Outcomes:**

- Communicate effectively using listening, speaking, reading, and writing skills
- Solve problems using critical and creative thinking and scientific reasoning
- Formulate strategies to locate, evaluate, and apply information
- Demonstrate knowledge of ethical thinking and its application to issues in society
- Demonstrate knowledge of diverse cultures, including global and historical perspectives
- Create strategies that can be used to fulfill personal, civic, and social responsibilities