

Course Outline
MNGT. 241
Labor and Employment Law
3 Credits

The Community College of Baltimore County

Description

Labor and Employment Law

Examines labor and employment legislation and its impact including its historical origins and future prospects; examines labor legislation, employment legislation, current workplace issues such as drug and alcohol testing, sexual harassment, smoking restrictions, and dealing with AIDS afflicted employees.

Prerequisite: Six semester hours in courses with MNGT prefixes or consent of instructor

Overall Course Objectives

Upon completion of the course the student must be able to:

- A. Identify, explain, and apply to case situations the key provisions of the major U.S. labor relations, equal employment opportunity, and general employment laws and doctrines as they exist today.
- B. Explain the historical and judicial background of the various laws and doctrines.
- C. Identify current trends and evolving developments in the labor relations, equal employment opportunity, and general employment fields.

Major Topics

- A. Labor Relations
 - 1. Railway Labor Act of 1926
 - 2. National Labor Relations Act of 1935
 - 3. Labor Management Relations Act of 1947
 - 4. Labor Management Reporting and Disclosure Act of 1959
 - 5. Federal Service Labor Management Relations Statute of 1978

- B. Equal Employment Opportunity
 - 1. Civil Rights Act of 1866 and 1870
 - 2. Title VII of the Civil Rights Act of 1964
 - 3. Age Discrimination in Employment Act of 1967

4. Equal Pay Act of 1967
 5. Comparable Worth Issue
 6. Vocational Rehabilitation Act of 1973
 7. Vietnam Era Veterans Readjustments Act of 1974
 8. Presidential Executive Orders
 9. Maryland Equal Employment Opportunity Legislation
- C. Employment Legislation
1. Employment-at-Will Doctrine
 2. Employee Retirement Income Security Act of 1974
 3. Immigration Reform and Control Act of 1986
 4. Unemployment Compensation Laws
 5. Workers' Compensation Laws
 6. Occupational Safety and Health Act of 1970
 7. Fair Labor Standards Act of 1938
 8. Davis-Bacon Act of 1931
 9. Walsh-Healy Act of 1936
 10. Employee Polygraph Protection Act of 1988
 11. Worker Adjustment and Retraining Notification Act of 1989
 12. Americans With Disabilities Act of 1990
 13. Family and Medical Leave Act of 1993

Course Requirements

- A. Mid-term and/or periodic examinations
- B. Term paper and/or projects
- C. Comprehensive final examination
- D. Attendance and tardiness

Date Revised: 6/13/00