

MNGT 241
Labor and Employment Law
3 Credits

Community College of Baltimore County
Common Course Outline

Description

MNGT 241 – 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.

Pre-requisites: Six semester hours in courses with MNGT prefixes or consent of instructor

Overall Course Objectives

Upon completion of this course, students will be able to:

1. 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;
2. Explain the historical and judicial background of the various laws and doctrines; and
3. Identify current trends and evolving developments in the labor relations, equal employment opportunity and general employment fields.

Major Topics

- I. Labor Relations
 - a. Railway Labor Act of 1926
 - b. National Labor Relations Act of 1935
 - c. Labor Management Relations Act of 1947
 - d. Labor Management reporting and Disclosure Act of 1959
 - e. Federal Service Labor Management Relations Statute of 1978
- II. Equal Employment Opportunity
 - a. Civil Rights Act of 1866 and 1870
 - b. Title VII of the Civil Rights Act of 1964
 - c. Age Discrimination in Employment Act of 1967
 - d. Equal Pay Act of 1967
 - e. Comparable Worth Issue
 - f. Vocational Rehabilitation Act of 1973
 - g. Vietnam Era Veterans Readjustments Act of 1974
 - h. Presidential Executive Orders
 - i. Maryland Equal Pay Employment Opportunity Legislation
- III. Employment Legislation
 - a. Employment-at-Will Doctrine

The Common Course Outline (CCO) determines the essential nature of each course.
For more information, see your professor's syllabus.

- b. Employee Retirement Income Security Act of 1974
- c. Immigration Reform and Control Act of 1986
- d. Unemployment Compensation Laws
- e. Workers' Compensation Laws
- f. Occupational Safety and Health Act of 1970
- g. Fair Labor Standards Act of 1938
- h. Davis-Bacon Act of 1931
- i. Walsh-Healy Act of 1936
- j. Employee Polygraph Protection Act of 1988
- k. Worker Adjustment and Retraining Notification Act of 1989
- l. Americans with Disabilities Act of 1990
- m. Family Medical Leave Act of 1991

Course Requirements

Grading will be determined by the individual faculty member, but shall include the following, at minimum:

- Mid-term and/or periodic examinations
- Term paper and/or projects
- Comprehensive final examination
- Attendance and tardiness

Written assignments and research projects: Students are required to use appropriate academic resources in their research and cite sources according to the style selected by their professor.

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