

DESE Model Curriculum: Business Law (CIP Code: 52.0101)

GRADE LEVEL/UNIT TITLE: 11-12/Employment Law

COURSE INTRODUCTION		
<p>Instruction in this area addresses laws affecting both businesses and families. As laws emanate from different governmental and judicial entities, students must have a basic understanding of the law and the foundation of the legal system. The impact of international business and technology has created an additional demand for students to include this course in their academic preparation.</p> <p>This course is designed to acquaint students with the basic legal principles relevant to their roles as citizens, consumers, and employees through a mixture of personal, business, and consumer law. The content includes the basic characteristics of the American system of free enterprise, rights of private property, basic elements of contracts, employer-employee relations, landlords and tenants, individual rights, wills and estates, family and juvenile justice law, and community property.</p>		
UNIT DESCRIPTION	SUGGESTED UNIT TIMELINE	
Students will learn about rights as an employee and employer.	1 week	
	CLASS PERIOD (min.)	
	50 minutes	
ESSENTIAL QUESTIONS		
<ol style="list-style-type: none"> How may I be legally terminated from employment? How does collective bargaining affect my employment? How does the civil rights amendment of 1964 affect your employment today? 		
ESSENTIAL MEASURABLE LEARNING OBJECTIVES	NBEA STANDARD	DOK
1. Demonstrate an understanding of the nature of the employer-employee relationship	BLIII.B.1.1	1
2. Identify federal, state, and local laws and agencies dealing with employment	BLIII.B.3.1 BLIII.B.3.3 BLIII.B.3.7 BLIII.B.3.8	1
3. Explain the doctrine of employment-at-will	BLIII.B.2.1	2
4. Describe the laws that guarantee fair wages and benefits	BLIII.B.3.9 BLIII.B.4.2	1
5. Demonstrate an understanding of the basis on which employees or applicants may be asked to take tests, such as aptitude, psychological, and polygraph tests	BLIII.B.3.6	1
6. Demonstrate an understanding of the nature of an agency relationship and list the ways agency relationships may be created	BLIII.B.2.1	2
7. Describe the laws that regulate unions and the collective-bargaining process	BLIII.B.3.10 BLIII.B.3.11 BLIII.B.3.12	3
8. Analyze the impact of no-competition and confidentiality clauses in employment agreements	BLIII.B.4.1	4

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OBJ. #	INSTRUCTIONAL STRATEGIES
7	1. Cooperative learning activity regarding collective bargaining agreements. Cooperative learning
1-8	2. Employment law lesson plan with PowerPoint. Lecture, guided practice
OBJ. #	INSTRUCTIONAL ACTIVITIES
7	1. <i>Collective Bargaining Agreement Activity</i>
1-8	2. Students take notes on employment law and participate in teacher led practice.