

DESE Model Curriculum

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

Course Code: 034321

COURSE INTRODUCTION:

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.

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.

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UNIT DESCRIPTION: Students will learn about rights as an employee and employer.		SUGGESTED UNIT TIMELINE: 1 WEEK				
		CLASS PERIOD (min.): 50 MINUTES				
ESSENTIAL QUESTIONS:						
<ol style="list-style-type: none"> 1. How may I be legally terminated? 2. How does collective-bargaining affect my employment? 3. How does the civil rights amendment of 1964 affect your employment today? 						
ESSENTIAL MEASURABLE LEARNING OBJECTIVES	CCSS LEARNING GOALS (Anchor Standards/Clusters)	CROSSWALK TO STANDARDS				
		GLEs/CLEs	PS	CCSS	NBEA	DOK
1. Demonstrate an understanding of the nature of the employer-employee relationship				L11-12.1 L11-12.2 L11-12.6 SL11-12.1 SL11-12.4 SL11-12.5 WHST11-12.2 WHST11-12.4 WHST11-12.6 W11-12.2 RH11-12.1 RH11-12.2	BLIII.B.1.1	1
2. Identify federal, state, and local laws and agencies dealing with employment				L11-12.1 L11-12.2	BLIII.B.3.1 BLIII.B.3.3	1

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				L11-12.6 SL11-12.1 SL11-12.4 SL11-12.5 WHST11-12.2 WHST11-12.4 WHST11-12.6 W11-12.2 RH11-12.1 RH11-12.2	BLIII.B.3.7 BLIII.B.3.8	
3. Explain the doctrine of employment-at-will				L11-12.1 L11-12.2 L11-12.6 SL11-12.1 SL11-12.4 SL11-12.5 WHST11-12.2 WHST11-12.4 WHST11-12.6 W11-12.2 RH11-12.1 RH11-12.2	BLIII.B.2.1	2
4. Describe the laws that guarantee fair wages and benefits				L11-12.1 L11-12.2 L11-12.6 SL11-12.1 SL11-12.4	BLIII.B.3.9 BLIII.B.4.2	1

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				<p>SL11-12.5 WHST11-12.2 WHST11-12.4 WHST11-12.6 W11-12.2 RH11-12.1 RH11-12.2</p>		
<p>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</p>				<p>L11-12.1 L11-12.2 L11-12.6 SL11-12.1 SL11-12.4 SL11-12.5 WHST11-12.2 WHST11-12.4 WHST11-12.6 W11-12.2 RH11-12.1 RH11-12.2</p>	BLIII.B.3.6	1
<p>6. Demonstrate an understanding of the nature of an agency relationship and list the ways agency relationships may be created</p>				<p>L11-12.1 L11-12.2 L11-12.6 SL11-12.1 SL11-12.4 SL11-12.5 WHST11-12.2</p>	BLIII.B.2.1	2

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				<p>WHST11-12.4 WHST11-12.6 W11-12.2 RH11-12.1 RH11-12.2</p>		
7. Describe the laws that regulate unions and the collective-bargaining process				<p>L11-12.1 L11-12.2 L11-12.6 SL11-12.1 SL11-12.4 SL11-12.5 WHST11-12.2 WHST11-12.4 WHST11-12.6 W11-12.2 RH11-12.1 RH11-12.2</p>	<p>BLIII.B.3.10 BLIII.B.3.11 BLIII.B.3.12</p>	3
8. Analyze the impact of no-competition and confidentiality clauses in employment agreements				<p>L11-12.1 L11-12.2 L11-12.6 SL11-12.1 SL11-12.4 SL11-12.5 WHST11-12.2 WHST11-12.4 WHST11-</p>	<p>BLIII.B.4.1</p>	4

