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:**

- 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				
	(Anterior Startauras) clasters)	GLEs/CLEs	PS	ccss	NBEA	DOK
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
<ol><li>Identify federal, state, and local laws and agencies dealing with employment</li></ol>				L11-12.1 L11-12.2	BLIII.B.3.1 BLIII.B.3.3	1

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	L11-	12.6 BLIII.B.3.7	
	SL1:	L-12.1 BLIII.B.3.8	
	SL1:	L-12.4	
	SL1:	l-12.5	
	WH	ST11-	
	12.2		
	WH	ST11-	
	12.4		
	WH	ST11-	
	12.6		
	W1:	L-12.2	
		1-12.1	
		1-12.2	
Explain the doctrine of employment-at-will		12.1 BLIII.B.2.1	2
		12.2	
		12.6	
		l-12.1	
		l-12.4	
		l-12.5	
		ST11-	
	12.2		
		ST11-	
	12.4		
		ST11-	
	12.6		
		l-12.2	
		1-12.1	
		1-12.2	
4. Describe the laws that guarantee fair wages		12.1 BLIII.B.3.9	1
and benefits		12.2 BLIII.B.4.2	
	L11-	12.6	
	SL1:	l-12.1 l-12.4	

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

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		MUICTAA		
		WHST11-		
		12.4		
		WHST11-		
		12.6		
		W11-12.2		
		RH11-12.1		
		RH11-12.2		
7. Describe the laws that regulate unions a	nd	L11-12.1	BLIII.B.3.10	3
the collective-bargaining process		L11-12.2	BLIII.B.3.11	
		L11-12.6	BLIII.B.3.12	
		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		
8. Analyze the impact of no-competition a	nd	L11-12.1	BLIII.B.4.1	4
confidentiality clauses in employment		L11-12.2		_
agreements		L11-12.6		
agreements		SL11-12.1		
		SL11-12.4		
		SL11-12.5		
		WHST11-		
		12.2		
		WHST11-		
		12.4		
		WHST11-		
		MU2ITT-		

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	12.6 W11-12.2 RH11-12.1			
ASSESS	MENT DESCRIPTIONS*: (Write a brief overview here. Identify Formative/Summative. Actual assessments will be accessed by a link to PDF file or Word doc. )			
http://v	www.lift-missouri.org/resources/curricula/Ly/el/intro.html (formative assessment) - role playing regarding employment rights.			
	h Unit Summative Assessment, including Scoring Guides/Scoring Keys/Alignment Codes and DOK Levels for all items. Label each ment according to the unit descriptions above (i.e., Grade Level/Course Title/Course Code, Unit #.)			
Obj.#	INSTRUCTIONAL STRATEGIES (research-based): (Teacher Methods)			
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: (What Students Do)			
7	1. Collective Bargaining Agreement Activity			
1-8	2. Students take notes on employment law and participate in teacher led practice.			
UNIT RE	ESOURCES: (include internet addresses for linking)			
http://v	www.aflcio.org/aboutus/unions/			