

# Inver Hills Community College

## **BUS 2130: Employment Law for Business**

### **A. COURSE DESCRIPTION**

Credits: 3

Lecture Hours/Week: 3

Lab Hours/Week: 0

OJT Hours/Week: \*.\*

Prerequisites: None

Corequisites: None

MnTC Goals: None

Provides employee and labor laws affecting employee and labor relations, impact of organizational culture on employee relations, employee relations strategies, measuring attitudes, policies, procedures, and work rules, discipline and complaint procedures, unfair labor practices, collective bargaining, and strikes and secondary boycotts.

### **B. COURSE EFFECTIVE DATES: 08/01/2003 - Present**

### **C. OUTLINE OF MAJOR CONTENT AREAS**

1. Laws Effecting Employee and Labor Relations 17%
2. Employee Relations and Organizational Culture 6%
3. Employee Involvement Strategies 10%
4. Measuring Employee Attitude 6%
5. Policies, procedures, and work rules 6%
6. Discipline and Complaint Resolution 7%
7. Labor Relations Legislations and Union Organizing 17%
8. Unfair Labor Practices 8%
9. Collective Bargaining 13%
10. Strikes and Secondary Boycotts 10%

### **D. LEARNING OUTCOMES (General)**

1. Resolve employee complaints filed with federal, state, and local agencies involving employment practices.
2. Develop and implement relations programs that promote a positive employee organization.
3. Develop, implement direct, and measure proactive employee relations programs.
4. Establish workplace policies and procedures to ensure consistency in their application and enforcement.
5. Create compliant employee programs consistent with federal, state, and local laws.
6. Participate in collective bargaining activities and processes.

### **E. Minnesota Transfer Curriculum Goal Area(s) and Competencies**

None

### **F. LEARNER OUTCOMES ASSESSMENT**

As noted on course syllabus

**G. SPECIAL INFORMATION**

None noted