SMGT 1613: Employment Law

A. COURSE DESCRIPTION

Credits: 2
Lecture Hours/Week: 2
Lab Hours/Week: *
OJT Hours/Week: *
Prerequisites: None
Corequisites: None
MnTC Goals: None

This course familiarizes learners with policy and legal issues that supervisors face on the job. Workplace issues such as discrimination, safety, worker's compensation, wage and hour issues, the hiring process, and employment contracts are discussed in this course.

B. COURSE EFFECTIVE DATES: 05/13/1998 - Present

C. OUTLINE OF MAJOR CONTENT AREAS

1. Understand the basic requirements of the Fair Labor Standards Acts including minimum wage, overtime, and work hour regulations.
2. Analyze basic fact situations in light of the FLSA.
3. Explain the contractual nature of the employer/employee relationship.
4. Explain the basic requirements of compliance with the Americans with Disabilities Act.
5. Explain the basic requirements of the Minnesota Human Rights Act.
6. Explain basic structure of claims of age, sex, or gender claims.
7. Explain basic union organizing principles.

D. LEARNING OUTCOMES (General)

1. The learner will explain the basic relationship in a legal sense between the employer and employee.
2. The learner will explain/understand specific statutory requirements impacting the employer/employee relationship.

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

None

F. LEARNER OUTCOMES ASSESSMENT

As noted on course syllabus

G. SPECIAL INFORMATION

None noted