Unit 08: Law and the Workplace

Content Area: **Business Education**
Course(s): **Business/Personal Law**
Time Period: **April**
Length: **10-12 Blocks**
Status: **Published**

Enduring Understandings

The relationships between employers and employees are based on mutual trust, responsibility and ethics.

Understanding Agency Relationships in the workplace.

Different Job Roles in the work environment.

Agents perform services that allow the proprietor the time to utilize their time/abilities for more opportunistic endeavors.

Essential Questions

What is an agency and what function does it have in the workplace?

What are the key differences between an agent, a principle and an independent contractor?

Why would there be a need to create an agency authority?

What are the types of agency authorities?

What are the differences between and actual and apparent authority?

What are the differences between the different types of agents?

What are the differences between the employee and the employer's relationship?

What exactly is employment at-will mean?

Are there any exceptions to the employment at-will rule?

Collective bargaining what is it and what are the benefits of it?

Do labor unions all have to follow the same guidelines?

Content

Vocabulary

Agency

Principal

Agent

Third party

Actual authority

Express authority

Power of attorney

Agency by estoppel

Skills

Define agency and explain the nature of an agency relationship.

Explain the difference between an agent and a principal.

Distinguish between an agent and an independent contractor.

List the ways agency relationships are created.

Identify the different types of agency authorities.

Explain the difference between actual and apparent authority.

Distinguish between the different types of agents.

Discuss the employer-employee relationship.

Define employment at will.

Name the exception to employment at-will. Explain the collective bargaining process.

Describe the laws that regulate labor unions.

Resources

Standards

SOC.6.1.12	U.S. History: America in the World: All students will acquire the knowledge and skills to think analytically about how past and present interactions of people, cultures, and the environment shape the American heritage. Such knowledge and skills enable students to make informed decisions that reflect fundamental rights and core democratic values as productive citizens in local, national, and global communities.
SOC.6.3.12.D.1	Analyze the impact of current governmental practices and laws affecting national security and/or individual civil rights/privacy.
CAEP.9.2.12.C.3	Identify transferable career skills and design alternate career plans.
CAEP.9.2.12.C.8	Assess the impact of litigation and court decisions on employment laws and practices.
TECH.8.1.12	Educational Technology: All students will use digital tools to access, manage, evaluate, and synthesize information in order to solve problems individually and collaborate and to create and communicate knowledge.
TECH.8.1.12.D	Digital Citizenship: Students understand human, cultural, and societal issues related to technology and practice legal and ethical behavior.
TECH.8.1.12.F	Critical thinking, problem solving, and decision making: Students use critical thinking skills to plan and conduct research, manage projects, solve problems, and make informed decisions using appropriate digital tools and resources.
TECH.8.2.12.D.6	Synthesize data, analyze trends and draw conclusions regarding the effect of a technology on the individual, society, or the environment and publish conclusions.