

Common Course Outline

PLAW/LBST 109

Labor Law II

3 Semester Hours

The Community College of Baltimore County

Description:

Labor Law II builds upon the student's knowledge of The National Labor Relations Act and introduces a wide variety of other workplace laws, including both federal and state statutes. Students learn the importance of political action as a method for improving workplace laws and assess the impact of political action and the impact of new technology on the workplace.

Prerequisites:

Overall course Objectives.

Upon completion of this course, a student will be able to:

1. Identify all the elements, history and practices of The National Labor Relations Act, and understand the NLRB policies on deferral;
2. Describe the provisions of The Labor-Management Reporting and Disclosure Act;
3. Evaluate the components of the arbitration process, including the history of The Steelworker Trilogy;
4. Describe important federal laws, which affect the workplace, especially The Family and Medical Leave Act, ERISA, WARN, and ADA;
5. Assess the history and importance of The Equal Opportunity Employment Commission, and the application of various "equal rights" laws to the workplace;
6. Identify how these laws overlap a collective bargaining agreement;
7. Assess the various state and local laws, which cover the workplace;
8. Identify the provisions and policies of the Maryland Workers Compensation Law;
9. Evaluate the policies and procedures of the Maryland State Unemployment Commission and
10. Evaluate the various public sector collective bargaining laws and orders in Maryland.

Major Topics

- I. The history and practices of The National Labor Relations Act
 - A. The major sections of this law
 - B. The procedures of the NLRB
 - C. The concept of "case law"

- II. The Labor-Management and Disclosure Act
 - A. Internal procedures for local officers
 - B. Protection for members in elections
 - C. “Free speech” issues for local unions
- III. The Civil Rights Act of 1965, Title VII
 - A. The history of The Equal Employment Opportunity Commission (EEOC)
 - B. The various prohibited activities: discrimination based on race, age, sex, etc.
 - C. The investigative and prosecutorial policies of the EEOC
 - D. Individual lawsuits, taken under the EEOC
- IV. Workers Compensation Laws in Maryland
- V. Unemployment Compensation in Maryland
- VI. Laws which impact the collective bargaining agreement
- VII. Important federal legislation, like A.D.A., WARN, FMLA and ERISA
- VIII. Important state legislation, like MOSH, or public sector collective bargaining laws
- IX. Important local legislation, which impacts the workplace, like hazardous waste notification
- X. Grievance arbitration and the legal framework
 - A. The Steelworker Trilogy
 - B. Appeals of an arbitrator’s award

Course Requirements

Grading/exams: Grading procedures will be determined by the individual faculty member but will include the following:

- A written mid-term exam
- A written final exam
- Three class presentations on a specific case from different laws.

Other course information

Individual faculty members may include additional course objectives, major topics and other course requirements to the minimum expectations stated in the Common Course Outline.

The Community College of Baltimore County is committed to providing a high-quality learning experience that results in the growth in knowledge, attitudes and skills necessary to function successfully as a transfer student, in a career and as a citizen. To accomplish this goal, we maintain high academic standards and expect students to accept responsibility for their individual growth by attending classes, completing all homework and other assignments, participating in class activities and preparing for tests. We take seriously our responsibility to maintain high-quality programs and will periodically ask you to participate in assessment activities to determine whether our students are attaining the knowledge, attitudes and skills appropriate to various courses and programs. The assessment activities may take many different forms such as surveys, standardized or faculty-developed tests, discussion groups and portfolio evaluations. We ask that you

take these activities seriously so that we can obtain valid data to use for the continuous improvement of CCBC's courses and programs.