

Chapter 15 – Employment Law

I-Study

In this chapter you learned about employment law. According to the doctrine of employment-at-will, employers and employees are free to end the employment relationship at any time. Situations that fall outside employment-at-will include unionized employees, employees with their own individual employment contracts, and protected classes of employees. Exceptions to employment-at-will include promissory estoppel, implied contract, public policy tort, and implied covenant. Legislation that regulates union activities includes the Norris-LaGuardia Act, the Wagner Act, the Taft-Hartley Act, and the Landrum-Griffin Act.

The Occupational Safety and Health Administration, or OSHA, is the federal government agency that regulates health and safety standards for employees. Laws that guarantee workers fair pay include the Fair Labor Standards Act and the Equal Pay Act. Worker benefits include Social Security, unemployment compensation, workers' compensation, and pension protection. Laws that protect employees' privacy include the Federal Privacy Act, the Drug-Free Workplace Act, and the Employee Polygraph Protection Act. Laws that bar discrimination in employment include the Civil Rights Act, the Age Discrimination in Employment Act, and the Americans with Disabilities Act.

I-Quiz

1. Union and management representatives getting together to discuss issues such as wages and working conditions is called
 - A. public policy.
 - B. collective bargaining.
 - C. disparate treatment.
2. The principle that an employer or employee can end an employment relationship at any time is
 - A. an implied contract.
 - B. an implied covenant.
 - C. employment-at-will.
3. An organized work stoppage is called a
 - A. strike.
 - B. embargo.
 - C. boycott.
4. Unequal treatment of an individual based on sex, race, age, nationality or religion is
 - A. wrongful discharge.
 - B. discrimination.
 - C. corruption.

Answer Key

- 1. B**
- 2. C**
- 3. A**
- 4. B**