

## **Chapter 12 – Workplace Legal Matters**

### **I-Study**

Labor laws help to ensure fair treatment for all employees in the workplace. The Fair Labor Standards Act established the minimum wage, the 40-hour workweek, and child labor law. Workers have the right to form or join labor unions, which negotiate with employers for better working conditions, salaries, and other benefits. The Family and Medical Leave Act guarantees up to 12 weeks a year for personal medical care or to care for a family member. Antidiscrimination laws protect workers from job discrimination based on race, national origin, religion, age, gender, and disability. Both genders have the right to a work environment free from sexual harassment.

The legal system provides a set of procedures for resolving conflicts. Civil law applies to conflicts between private parties concerning rights and obligations. Small claims court is a low-cost alternative to a court trial. Ways to resolve a civil dispute without going to trial include mediation and arbitration. Criminal law involves criminal charges, which are brought by the government. More serious criminal offenses are felonies, and less serious offenses are misdemeanors. If you need to go to court, you should consult a lawyer. Before hiring a lawyer, ask about the lawyer's specialty and fees, and how you can help with the work for your case.

## I-Quiz

1. What is discrimination?
  - A. the act of distributing information
  - B. equal opportunity
  - C. unequal treatment
  - D. to be accused of a crime
  
2. A serious crime punishable by imprisonment is called
  - A. harassment
  - B. a felony
  - C. a misdemeanor
  - D. breach of contract
  
3. When two parties talk with a neutral third party to try to reach a compromise, it is called
  - A. civil law
  - B. summons
  - C. arbitration
  - D. mediation

**Answer Key**

1. C

2. B

3. D