

## Chapter 15 Employment Law

### Section 15.1 Employment Agreements



#### Note Taking

**Directions** As you read, write notes, facts, and main ideas in the Note Taking column. Write key words and short phrases in the Cues column. Then summarize the section in the Summary box. Use an extra sheet of paper if necessary.

Cues	Note Taking
<ul style="list-style-type: none"> <li>• Union: organization of employees formed to promote the welfare of its members</li> </ul>	<p><b>EMPLOYMENT-AT-WILL</b></p> <ul style="list-style-type: none"> <li>• Each party should be free to end the employment relationship at any time w/o penalty.</li> <li>• Does not apply to:</li> </ul> <ul style="list-style-type: none"> <li>• In promissory estoppel, fired employee must prove four points:</li> </ul> <p><b>UNIONIZED EMPLOYEES</b></p> <ul style="list-style-type: none"> <li>• Government banned unions at first, but after Great Depression in 1929, government allowed unions to negotiate contracts through collective bargaining.</li> <li>• Collective bargaining:</li> <li>• Laws regulating union activity include:</li> </ul>
<p style="text-align: center;"><b>Summary</b></p> <p>The doctrine of employment-at-will states that:</p>	



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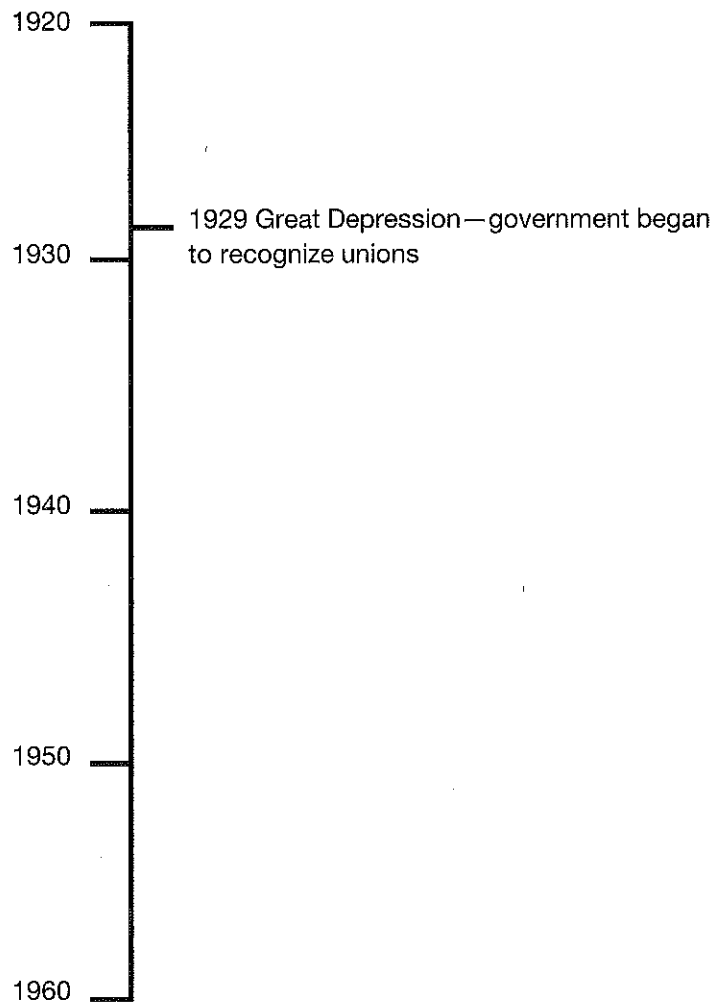


### Social Studies

#### Time Lines

**Directions** The events in the box below each played a role in the history of labor unions in the United States. Place them on the time line according to the correct year. Briefly explain why each event was significant.

Wagner Act  
Landrum-Griffin Act  
Great Depression  
Norris-LaGuardia Act  
Taft-Hartley Act





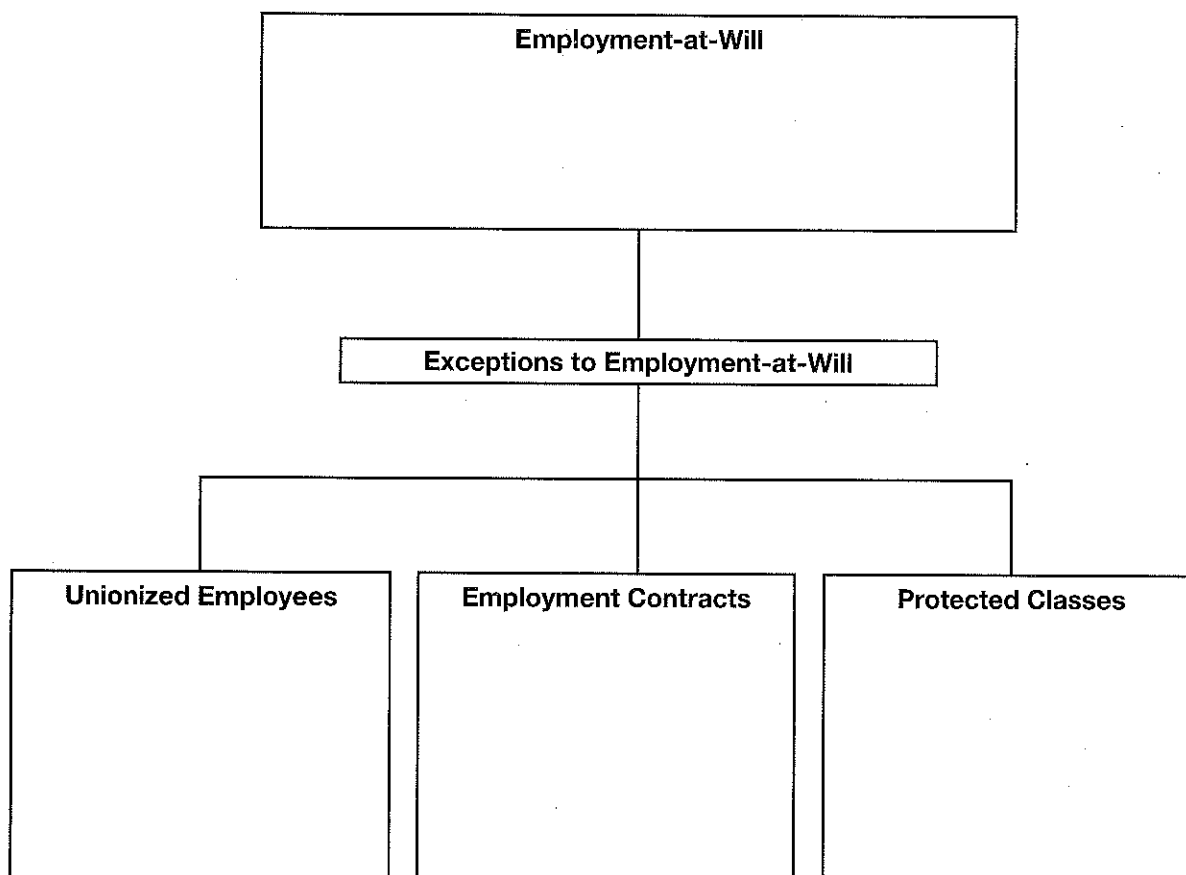
## Chapter 15 Employment Law

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#### Study Skills Graphic Organizers

**Directions** Graphic organizers help group related information and make it easier to remember. Visual learners often use graphic organizers while taking notes in class or reading their textbooks. Complete the graphic organizer below by describing employment-at-will and its exceptions in the boxes provided.





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#### Test Taking Tricky Questions

**Directions** Read the tips below. Then take the practice test that follows by writing the correct term in the space provided.

#### ANSWERING TRICKY QUESTIONS

Although some items on standardized tests can be tricky, tests are generally not designed to be so complicated or deceptive that they will fool all but the most wary of students. If you are worried that a question is misleading you or seems too easy, you are probably overthinking the question. Skip it and go on to the next question. Come back to the question later with a fresh approach.

1. An illegal contract that forces workers to agree not to join a union as a condition of employment is a(n) \_\_\_\_\_.
2. At least \_\_\_\_\_ of the workers must agree to contact the National Labor Relations Board to organize a full vote to form a union.
3. The \_\_\_\_\_ requires employers to negotiate wages, hours, and conditions of employment with unions.
4. The process in which unions and management negotiate wages and working conditions is called \_\_\_\_\_.
5. The legal argument that any employment relationship is based on an implied promise that the employer and employee will be fair and honest with one another is called \_\_\_\_\_.
6. \_\_\_\_\_ is a legal theory that permits a discharged employee to bring a wrongful discharge lawsuit against a former employer based on the argument that the firing hurts the public at large.
7. \_\_\_\_\_ bars an employer from taking back certain types of promises.
8. The doctrine of \_\_\_\_\_ is based on the principle that each party should be free to end employment relationships at any time without penalty.



## Chapter 15 Employment Law

### Section 15.2 Employee Rights



#### Note Taking

**Directions** As you read, write notes, facts, and main ideas in the Note Taking column. Write key words and short phrases in the Cues column. Then summarize the section in the Summary box. Use an extra sheet of paper if necessary.

Cues	Note Taking
<ul style="list-style-type: none"><li>• Employees have the right to:</li><li>• health and safety protections</li></ul>	<ul style="list-style-type: none"><li>• Health and safety of workers protected by:</li><li>• Fair wages and benefits protected by:</li><li>• Privacy protected by:</li><li>• Equal opportunity in the workplace protected by:</li></ul>
<p style="text-align: center;"><b>Summary</b></p> <p>Government legislation regulates employment conditions to protect workers.</p>	



## 146 Chapter 15 Student Activity Workbook



# Chapter 15 Employment Law

## Section 15.2 Employee Rights



### Study Skills

#### Setting Goals

**Directions** Read the information in the box below. Consider what goals you would like to accomplish today, in the short term, and in the long term. Write them on the lines provided.

#### SETTING GOALS FOR SUCCESS

Good students set realistic goals to help them achieve. They create a plan for success and then work to make that plan a reality.

- Make your goals clear, specific, and measurable.
- Be sure your goals are realistic.
- Phrase your goals positively.
- Set a reasonable number of goals.
- Think of achieving your goals as a game or challenge, not a chore.
- Team up with a friend and encourage each other to reach your goals.
- Be patient. Do not expect immediate results.
- Have confidence in yourself.
- Adjust your goals. Things change, and so can you.

#### Goals for Today

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#### Short-Term Goals

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#### Long-Term Goals

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## Chapter 15 Employment Law

### Section 15.2 Employee Rights



#### Test Taking Multiple-Choice Tests

**Directions** Read the tips below. Then take the practice test that follows by circling the letter of the correct answer.

#### MULTIPLE-CHOICE TEST TIPS

- Read the question and each answer choice carefully before making your selection.
- Be aware of negative words such as *not* or *opposite*. They are easy to skip over, causing you to misinterpret the question.
- Watch out for words such as *all*, *none*, *always*, *never*, and *every*. If you see one of these, try to find an exception to the statement before choosing your answer.
- Pay attention to answer choices that are long. The longest answer choices are often correct because they are carefully written and contain detailed information. If you are unsure of an answer, the longest answer is a good place to start.

1. Which is not an employment right?
  - a. the right to health and safety protections
  - b. the right to fair wages and benefits
  - c. the right to discriminate
  - d. the right to privacy
2. What is unemployment compensation?
  - a. an insurance program that provides income for workers who are injured on the job or develop disabilities or disease as a result of their job
  - b. a system of government payments to people who are out of work and looking for a job
  - c. a program established by an employer or a union to provide income to employees after they retire
  - d. a standard that states businesses must pay women the same as men for equal jobs
3. What is workers' compensation?
  - a. a standard that states businesses must pay women the same as men for equal jobs
  - b. a system of government payments to people who are out of work and looking for a job
  - c. a program established by an employer or a union to provide income to employees after they retire
  - d. an insurance program that provides income for workers who are injured on the job or develop disabilities or disease as a result of their job
4. Which act regulates the employment of minors?
  - a. the Age Discrimination in Employment Act
  - b. the Civil Rights Act of 1964
  - c. the Americans with Disabilities Act
  - d. the Fair Labor Standards Act
5. Which act prohibits discrimination in employment based on race, color, religion, sex, or national origin?
  - a. the Age Discrimination in Employment Act
  - b. the Civil Rights Act of 1964
  - c. the Americans with Disabilities Act
  - d. the Fair Labor Standards Act







## Chapter 15 Employment Law

### Chapter Academic Vocabulary



#### English Language Arts Reading Skills

**Directions** Use the words in the box below to complete the sentences that follow. Write the appropriate word on the line provided.

corruption	solicit
waiver	exceptions
voluntary	random

1. Some employees benefit from certain \_\_\_\_\_ to the employment-at-will doctrine that the courts have created recently.
2. The Landrum-Griffin Act amended the Wagner Act and is aimed at halting \_\_\_\_\_ in unions.
3. Employees who want to unionize must \_\_\_\_\_ workers, and at least 30% of the workers must agree to contact the National Labor Relations Board to organize a full vote to form a union.
4. The Environmental Protection Agency encourages \_\_\_\_\_ compliance by businesses.
5. The Employee Polygraph Protection Act prohibits the \_\_\_\_\_ testing of employees.
6. The Older Workers' Benefit Protection Plan helps workers remedy a situation in which they have been coerced into surrendering their rights by signing a(n) \_\_\_\_\_.