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| **TEXAS CTE LESSON PLAN**  [www.txcte.org](http://www.txcte.org) | |
| **Lesson Identification and TEKS Addressed** | |
| **Career Cluster** | Marketing |
| **Course Name** | Practicum in Marketing |
| **Lesson/Unit Title** | Employment Law and Ethics |
| **TEKS Student Expectations** | **130.387. (c) Knowledge and Skills**  (27) The student understands a business's responsibility to know and abide by workplace laws, trade regulations, and ethical behavior that affect business operations.  (A) The student is expected to apply ethics to demonstrate trustworthiness  (B) The student is expected to explain the nature of business ethics  (C) The student is expected to describe legal issues affecting businesses  (D) The student is expected to defend the nature of human resources regulations  (E) The student is expected to explain the nature of workplace regulations such as Occupational Safety and Health Administration and statutes such as the Americans with Disabilities Act  (F) The student is expected to discuss employment relationships  (28) The student applies ethical reasoning to a variety of workplace situations to make ethical decisions.  (A) The student is expected to evaluate alternative responses to workplace situations based on personal or professional ethical responsibilities  (B) The student is expected to identify personal and long-term workplace consequences of unethical or illegal behaviors  (C) The student is expected to investigate the most appropriate response to workplace situations based on legal and ethical considerations  (D) The student is expected to demonstrate responsible behavior, honesty, integrity, and ethical work habits |
| **Basic Direct Teach Lesson**  (Includes Special Education Modifications/Accommodations and  one English Language Proficiency Standards (ELPS) Strategy) | |
| **Instructional Objectives** | Students will be able to:   * Apply ethics to demonstrate trustworthiness * Explain the nature of business ethics * Demonstrate responsible behavior, honesty, integrity, and ethical work habits * Defend the nature of human resources regulations * Explain the nature of workplace regulations such as occupational safety and health administration and statues such as the Americans with disability act * Discuss employment relations * Analyze alternative responses to workplace situations based on legal responsibilities and employer policies. * Evaluate alternative responses to workplace situations based on personal or professional ethical responsibilities * Identify personal and long-term workplace consequences of unethical or illegal behaviors * Depict personal and long-term workplace consequences of unethical or illegal behaviors * Investigate the most appropriate response to workplace situations based on legal and ethical considerations * Explain the most appropriate response to workplace situations based on legal and ethical considerations. |
| **Rationale** | Students will know the responsibility of businesses to know and abide by workplace laws, trade regulations, and ethical behavior that affects business operations. The students will apply ethical reasoning to a variety of workplace situations to make ethical decisions. |
| **Duration of Lesson** | When taught as written, this lesson should take approximately 2-3 days to teach. |
| **Word Wall/Key Vocabulary**  *(ELPS c1a, c, f; c2b; c3a, b, d; c4c; c5b) PDAS II (5)* | * OSHA – Occupational Safety and Health Administration * FMLA – Family Medical and Leave Act * FLSA – Fair Labor and Standards Act |
| **Materials/Specialized Equipment Needed** | * Textbook * Display for digital presentation, websites for assignments and class discussion * Instructor Computer/Projection Unit * Online Websites |
| **Anticipatory Set**  (May include pre-assessment for prior knowledge) | The main purposes of this lesson are to help students understand   * Workplace regulations that affect employees and employers * The effect of ethics and the law on various workplace situations.   **ASK**: Ask students if they can think of laws that might affect them in the workplace?  **SAY:** Explain that there are numerous laws that regulate the workplace, starting with how much you are paid, minimumwage, to what happens when you get hurt at work, OSHA.  **ASK:** What is the standard that you would want to be treated by if you have a dispute at work?  **SAY**: Explain that most people want to be treated fairly and reasonably. This is called ethics and most people want tohave their side of the story heard and be treated with respect and fairness.  **ASK:** What standard do you use if you have to mediate disputes between friends?  **SAY:** The morals and values that you use to mediate disputes are part of the ethics that guide you. Employers have tofollow what they think is ethical, but they also have to follow the law. There are certain legal requirements that employers have to abide by when dealing with the employees. These include workplace safety, hiring and firing, and equal wages to name just a few. |
| **Direct Instruction \*** | I. Employment Law  A. Constantly changing  B. Businesses responsible for knowing the law  II. Fair Labor and Standards Act  A. Minimum wage  B. Overtime pay  C. Restrictions for children under 16  D. Restrictions under 18  E. Restrictions under 16  III. Occupational Safety and Health Act)  A. Who regulated by OSHA  B. Requires safe workplaces  C. Inspections and investigations  IV. Workers Compensation  A. Longshore and Harbor Workers Compensation Act  B. Energy Employees Occupational Illness Compensation Program Act  C. Federal Employees Compensation Act  D. Black Lung Benefits Act  V. Employee Retirement Income Security Act (ERISA)  A. Who is covered?  B. Requirements  VI. Comprehensive Omnibus Budget Reconciliation Act of 1985 COBRA)  A. Purpose of COBRA  VII. Family and Medical Leave Act  A. Requires employers of 50 or more employees to give up to 12 weeks of unpaid, job-protected leave to eligible employees for  1. Birth or adoptions of a child  2. Serious illness of a spouse, child or parent  Teacher will lead the discussion of material, using multimedia presentations for employment law and ethics.  Divide students into small groups (2-3 members) and assign the guided practice presentation.  It is suggested that the students present their projects to the class.  Teacher will move about the classroom and will monitor the students’ progress while the students assume the role of self-director.  Explain the importance knowing and following all of the laws that pertain to a business for the human resource manager. It is their job to ensure that the company is in compliance.  Ask the class if they know what laws are applicable to them as young people? Have them discuss how those laws have affected them at their jobs.  *Individualized Education Plan (IEP) for all special education students must be followed. Examples of accommodations may include, but are not limited to:*  *NONE* |
| **Guided Practice \*** | Students will work in groups of three or four to research different laws pertaining to the workplace. Each group will choose three laws to research and create a digital presentation to present to the class that explains:  • The origin of the bill  • Major points of the bill  • What the bills intended purpose is  • Impact the bill has on the workplace  Employment Laws:   * Davis-Bacon Act * Federal Unemployment Tax Act * Norris-LaGuardia Act * Walsh-Healy Act * Family and Medical Leave Act * Wagner Act * Fair Labor Standards Act * Older Workers Benefit Protection Act * Landrum-Griffin Act * Federal Insurance Contributions Act Tax * Railway Labor Act   *Individualized Education Plan (IEP) for all special education students must be followed. Examples of accommodations may include, but are not limited to:*  NONE |
| **Independent Practice/Laboratory Experience/Differentiated Activities \*** | **Employment Law and Ethics Case Study**  Students will break into groups of three. One or two students can be the judges for the case study presentations. The students will be given 30 minutes to prepare a response for the case study that is included with this lesson. At the end of the 30 minutes they will present their role play with the judge(s). Once all of the teams have completed their role play the groups will return for a class discussion. The teams will compare and contrast how each team solved the case study and what they think went well and what needed to change. They will also discuss other alternatives to those presented and the impact that this has in the workplace.  *Individualized Education Plan (IEP) for all special education students must be followed. Examples of accommodations may include, but are not limited to:*  *NONE* |
| **Lesson Closure** | Employment law and ethics play a major role in the workplace. There are many laws that govern the workplace, those that were covered here a just a small sample of all laws that employers are required to abide by. However, it is important that employers use ethics and morals when dealing with employees. The implications of not following the laws can result in fines or even imprisonment if the violation is egregious enough but ethics are also important. If an employer does not treat his employees or customers fairly it can and will result in loss of good employees, customers and possibly their businesses.  *Individualized Education Plan (IEP) for all special education students must be followed. Examples of accommodations may include, but are not limited to:*  NONE |
| **Summative/End of Lesson Assessment \*** | **Informal Assessment**  Instructor should observe the work ethic of individuals involved in class discussions and the independent practice activity  **Formal Assessment**  Students will be evaluated on their **Employment Law Presentations** and their **Employment Law and Ethics** **Case Study**. Students will also be assessed on their use of the word processing skills and the neatness,formatting, grammar and spelling of their resumes.  *Individualized Education Plan (IEP) for all special education students must be followed. Examples of accommodations may include, but are not limited to:*  NONE |
| **References/Resources/**  **Teacher Preparation** | * Review and familiarize yourself with the terminology, website links, and digital presentations. * Teacher will have assignments and website information ready to distribute to students. |
| **Additional Required Components** | |
| **English Language Proficiency Standards (ELPS) Strategies** |  |
| **College and Career Readiness Connection[[1]](#footnote-1)** |  |
| **Recommended Strategies** | |
| **Reading Strategies** |  |
| **Quotes** |  |
| **Multimedia/Visual Strategy**  **Presentation Slides + One Additional Technology Connection** |  |
| **Graphic Organizers/Handout** |  |
| **Writing Strategies**  **Journal Entries + 1 Additional Writing Strategy** |  |
| **Communication**  **90 Second Speech Topics** |  |
| **Other Essential Lesson Components** | |
| **Enrichment Activity**  (e.g., homework assignment) | **Business Law and Ethics Role Play**  Students will use the DECA Business Law and Ethics role plays to explore additional ethical and legal situations. Sample role plays can be found on the [www.deca.org](http://www.deca.org/) website, or can be ordered from DECA Images. |
| **Family/Community Connection** |  |
| **CTSO connection(s)** | DECA |
| **Service Learning Projects** |  |
| **Lesson Notes** |  |

1. Visit the Texas College and Career Readiness Standards at <http://www.thecb.state.tx.us/collegereadiness/CRS.pdf>, Texas Higher Education Coordinating Board (THECB), 2009. [↑](#footnote-ref-1)