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| **TEXAS CTE LESSON PLAN**  [www.txcte.org](http://www.txcte.org) | |
| **Lesson Identification and TEKS Addressed** | |
| **Career Cluster** | Hospitality and Tourism |
| **Course Name** | Practicum in Culinary Arts |
| **Lesson/Unit Title** | Food Service Laws and Regulations |
| **TEKS Student Expectations** | **130.257. (c) Knowledge and Skills**  (6) The student applies ethical behavior standards and legal responsibilities within the workplace. The student is expected to:  (A) Compare workplace policies reflecting various business establishments;  (B) Apply responsible and ethical behavior;  (C) Summarize provisions of the Fair Labor Standards Act;  (D) Describe the consequences of breach of confidentiality; and  (E) Research and model laws related to culinary arts professions. |
| **Basic Direct Teach Lesson**  (Includes Special Education Modifications/Accommodations and  one English Language Proficiency Standards (ELPS) Strategy) | |
| **Instructional Objectives** | **Students will:**   * Analyze the Fair Labor Standards Act * Research federal laws and state regulations related to the food service industry * Compare and contrast code of ethics for various venues * Understand the rights and responsibilities of employees and employers |
| **Rationale** | Laws and regulations in the food service industry affect workers every day. Knowing these laws and regulations helps employees and employers understand their rights and responsibilities and makes for a safer workplace. |
| **Duration of Lesson** | Five 45-minute class periods |
| **Word Wall/Key Vocabulary**  *(ELPS c1a,c,f; c2b; c3a,b,d; c4c; c5b) PDAS II(5)* | **Age Discrimination in Employment Act:** Protects people 40 years of age and older from being discriminated against in any aspect of employment  **Americans with Disabilities Act:** Prevents employers from refusing to hire or promote disabled persons, and ensures that all employees are treated equally  **Civil Rights Act:** Employers may not discriminate based on race, color, national origin, sex, or religion  **Equal Employment Opportunities Act:** Requires businesses to have affirmative action programs  **Immigration Reform and Control Act:** Only United States citizens and people who are authorized to work in the United States may be legally hired  **Immigration and Nationality Act:** Prevents employers from hiring immigrants for low-skill, low-paying jobs without providing them with pension or insurance benefits  **Federal Employment Compensation Act:** Protects employees who are injured or disabled due to work-related accidents  **Law:** An established rule  **Minimum wage:** The lowest hourly rate of pay that employees can be paid legally  **Regulation:** A rule by which government agencies enforce minimum standards of quality  **Workweek:** A period of 168 hours during seven consecutive 24-hour periods |
| **Materials/Specialized Equipment Needed** | **Equipment:**   * Computer with Internet for multimedia presentations * Computers with access to Internet (be sure to follow school district guidelines)   **Materials:**   * Cardstock * Posters (one copy each)   + Eeco is the law poster supplement   + Family and medical leave act   + I have rights teen poster   + Minimum wage poster   + Overtime pay requirement   + Youth minimum wage – fair labor standards act * Youth Rules! bookmark (several copies)   **Supplies:**   * Employee handbooks (borrowed from students who are employed in various food industry related jobs) * Teacher handbook * Copies of handouts   **PowerPoint:**   * Laws and Regulations in the Food Service Industry   **Technology:**   * Free iPad App: * DOL – Timesheet A timesheet to record the hours worked and calculate the amount owed to you by your employer.<https://itunes.apple.com/us/app/dol-timesheet/id433638193?mt=8>   **Graphic Organizer:**   * KWL – Laws and Regulations in the Food Industry * Laws and Regulations Affecting the Food Industry Flashcards * Workplace Policies   **Handouts:**   * EEOC is the Law Poster supplement * Family and Medical Leave Act * I have Rights Teen Poster * Minimum Wage Poster * Overtime Pay Requirement * Rubric for Laws and Regulations Presentation * Youth Minimum Wage – Fair Labor Standards Act * Youth Rules! bookmark * (application/pdf | 44.79 KB) |
| **Anticipatory Set**  (May include pre-assessment for prior knowledge) | **Before class begins:**  Print copies of posters listed in the Materials or Specialized Equipment Needed section and place on a table in the front of the classroom. Allow students to view these as they walk into the room.  Distribute handout KWL – Laws and Regulations in the Food Industry.  Ask students to fill in the K section with what they already know about laws and regulations. Then have them fill in the W section with what they want to know. The L section will be filled in during lesson closure.  Discuss how important it is to follow the rules at the students’ place of employment. Employers also have federal, state, and local rules to follow.  Display the various posters and lead a discussion about them. |
| **Direct Instruction \*** | Introduce lesson objectives, terms, and definitions.  Distribute graphic organizer Laws and Regulations in the Food Industry Notes. Students are expected to take notes during the slide presentation.  Introduce the PowerPoint Laws and Regulations in the Food Industry. Allow time for discussion and questions.  View video:   * Know Your Rights The U.S. Department of Labor’s Wage and Hour Division (WHD) has developed the “Know Your Rights” video series in English and Spanish to provide workers with useful basic information in different scenarios that workers encounter in the workplace. <https://www.dol.gov/whd/resources/kyrvideo.htm>   *Individualized Education Plan (IEP) for all special education students must be followed. Examples of accommodations may include, but are not limited to:*   * checking for understanding * encourage participation |
| **Guided Practice \*** | Distribute graphic organizer Workplace Policies.  Divide class into subgroups of four or five.  Allow students to use computers to research published code of ethics from dining establishments such as:   * McDonald’s * Burger King * Applebee’s * Chili’s * Olive Garden * other restaurants   Students should compare two eating establishments for similarities and differences.  Each group will then report the findings to the class.  *Individualized Education Plan (IEP) for all special education students must be followed. Examples of accommodations may include, but are not limited to:*   * checking for understanding * encourage participation |
| **Independent Practice/Laboratory Experience/Differentiated Activities \*** | Before class begins, print and separate the Laws and Regulations Affecting the Food Industry Flashcards and place in a basket.  Divide class into subgroups of two or three.  Allow one student from each group to draw a card.  Students will research the law or regulation using reliable and appropriate websites (.gov, .org, .edu) to include the following:   * Definition * Timeline * Provisions * Enforcement   Students may present information using a PowerPoint or a Prezi®.  Distribute Rubric for PowerPoint or Prezi® Presentation so that students understand what is expected.  *Individualized Education Plan (IEP) for all special education students must be followed. Examples of accommodations may include, but are not limited to:*   * assist with technology applications * encourage participation |
| **Lesson Closure** | Review lesson objectives, terms, and definitions.  Students will now answer the L section of the KWL – Laws and Regulations in the Food Industry about what they have learned about the laws and regulations.  Continue with discussion of the various code of ethics for dining establishments from the Guided Practice section. |
| **Summative/End of Lesson Assessment \*** | Students will present their PowerPoint or Prezi® about the laws or regulations they researched.  Students will be assessed with appropriate rubric.  *Individualized Education Plan (IEP) for all special education students must be followed. Examples of accommodations may include, but are not limited to:*   * assist with presentation * praise participation |
| **References/Resources/**  **Teacher Preparation** | **Images:**   * Microsoft Office Clip Art: Used with permission from Microsoft.   **Textbook:**  *Culinary essentials.* (2010). Woodland Hills, CA: Glencoe/McGraw Hill.  Draz, J., & Koetke, C. (2010). *The culinary professional.* Tinley Park, IL: Goodheart-Wilcox Company.  Reynolds, J. S. (2010). *Hospitality services: Food & lodging.* Tinley Park, IL: Goodheart-Willcox Company.  **Websites:**   * United States Department of Labor Wage and Hour Division<http://www.dol.gov/whd/minimumwage.htm> * United States Department of Labor Young Workers Have Rights!<https://www.osha.gov/youngworkers/> |
| **Additional Required Components** | |
| **English Language Proficiency Standards (ELPS) Strategies** | * Word wall * Draw visual representations of terms on word wall * Add terms and definitions to personal dictionary * Utilize Four Corners Vocabulary/ Word Wall Activity |
| **College and Career Readiness Connection[[1]](#footnote-1)** |  |
| **Recommended Strategies** | |
| **Reading Strategies** | The Fair Labor Standards Act covers more than minimum wage, overtime pay, and record keeping. Allow your students to read more in the Handy Reference Guide to the Fair Labor Standards Act.  Other topics include:   * Nursing mothers * Enforcement * Recovery of back wages * Other labor laws   United States Department of Labor Wage and Hour Division<http://www.dol.gov/whd/regs/compliance/hrg.htm>  Reading Strategy:  Encourage students to connect reading to their life experiences or prior knowledge. |
| **Quotes** | If you have ten thousand regulations you destroy all respect for the law. **-Winston Churchill**  Moral values, and a culture and a religion, maintaining these values are far better than laws and regulations. **-Swami Sivananda**  If you run a corporation, your job is to maximize the return on investment for your investors. Good for you. But by the same token, we have to remember that corporations have no compassion. That’s why legislation and regulations are necessary. **-Russell Simmons**  The government has the right to change laws and rules and regulations. **-Jamie Dimon**  We have to have some rules and regulations in America, or the world would empty out here. **-Gary Ackerman** |
| **Writing Strategies**  **Journal Entries + 1 Additional Writing Strategy** | **Journal Entries:**   * If I were paid $10 an hour and I worked 45 hours in one week, my pay would be …….. * Tipped employees can earn $2.13 an hour because …. * Child labor laws protect young children because …. * Employers have responsibilities to their employees because …. * Employees have rights on the job because ….   **Writing Strategy:**   * RAFT Writing Strategy   + Role – manager   + Audience – district manager   + Format – memo   + Topic – requesting overtime pay for busy holiday week |
| **Communication**  **90 Second Speech Topics** | The Child Labor Laws came into effect because …  I believe the minimum wage should be raised because …. |
| **Other Essential Lesson Components** | |
| **Enrichment Activity**  (e.g., homework assignment) | Students can create a timeline of the minimum wage throughout the years and make a prediction as to what the minimum wage might be in five years, ten years, and twenty years. |
| **Family/Community Connection** | Students can visit with older relatives and ask them how much money they made when they were younger. Students will be interested in finding out that people survived with lower wages. |
| **CTSO connection(s)** | **Family, Career and Community Leaders of America**  <http://www.texasfccla.org>   * STAR Events:   Illustrated Talk – An individual or team event – recognizes participants who make an oral presentation about issues concerning Family and Consumer Sciences and/or related occupations. Participants use visuals to illustrate content of the presentation |
| **Service Learning Projects** | Successful service learning project ideas originate from student concerns and needs. Allow students to brainstorm about service projects pertaining to lesson. For additional information on service learning see <http://www.servicelearning.org> |

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)