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**Introduction to Business and Technology**

**Employment and Labor Laws for Business**

**PART 1**

**Directions**: Use the Internet to locate information on each of the labor laws listed in this assignment. Complete the sheet with the information requested. The first one is done as an example for you.

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| ***Law: Age Discrimination in Employment Act – 1967 (ADEA)***Summarize what this law does:***Employers cannot discriminate against employees who are age 40 or above because of their age***What types of company does this law apply to:***“Private-sector employers with 20 or more employees who work 20 or more weeks per year, labor unions (with 25 or more members), employment agencies, and state and local governments”***Website used: ***www.dummies.com*** |

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| ***Law: American Competitiveness in the 21st Century Act – 2000 (AC-21)***Summarize what this law does:What types of company does this law apply to:Website used: |

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| ***Law: Americans with Disabilities Act – 1990 (ADA)***Summarize what this law does:What types of company does this law apply to:Website used: |

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| --- |
| ***Law: Consolidated Omnibus Reconciliation Act – 1986 (COBRA)***Summarize what this law does:What types of company does this law apply to:Website used: |

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| --- |
| ***Law: Equal Pay Act - 1963***Summarize what this law does:What types of company does this law apply to:Website used: |

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| --- |
| ***Law: Fair Labor Standards Act – 1938 (FLSA)***Summarize what this law does:What types of company does this law apply to:Website used: |

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| --- |
| ***Law: Family Medical Leave Act – 1993 (FMLA)***Summarize what this law does:What types of company does this law apply to:Website used: |

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| --- |
| ***Law: Health Insurance Portability and Accountability Act – 1996 (HIPAA)***Summarize what this law does:What types of company does this law apply to:Website used: |

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| --- |
| ***Law: Immigrant Reform and Control Act – 1986, 1990, 1996 (IRCA)***Summarize what this law does:What types of company does this law apply to:Website used: |

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| --- |
| ***Law: Patriot Act - 2001***Summarize what this law does:What types of company does this law apply to:Website used: |

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| --- |
| ***Law: Sarbanes-Oxley Act – 2002 (SOA)***Summarize what this law does:What types of company does this law apply to:Website used: |

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| --- |
| ***Law: Title VII of the Civil Rights Act - 1964***Summarize what this law does:What types of company does this law apply to:Website used: |

|  |
| --- |
| ***Law: Worker Adjustment and Retraining Notification Act – 1988 (WARN)***Summarize what this law does:What types of company does this law apply to:Website used: |

**Critical Thinking:**

Of the laws you researched, which one do you think has the greatest impact on creating a fair workplace for all employees? Explain your answer.

**PART 2**

**Directions**: You will be assigned one of the laws you just researched.

* Age Discrimination in Employment Act – 1967 (ADEA)
* American Competitiveness in the 21st Century Act – 2000 (AC-21)
* Americans with Disabilities Act – 1990 (ADA)
* Consolidated Omnibus Reconciliation Act – 1986 (COBRA)
* Equal Pay Act – 1963
* Fair Labor Standards Act – 1938 (FLSA)
* Family and Medical Leave Act – 1993 (FMLA)
* Health Insurance Portability and Accountability Act – 1996 (HIPAA)
* Immigrant Reform and Control Act – 1986, 1990, 1996 (IRCA)
* Patriot Act – 2001
* Sarbanes-Oxley Act – 2002 (SOA)
* Title VII of the Civil Rights Act - 1964
* Worker Adjustment and Retraining Notification Act – 1988 (WARN)

Using Microsoft Word, create a one-page flyer with the following:

* Name of the law (use WordArt for this)
* Summary of what the law does
* Type of company the law applies to
* At least one appropriate graphic
* A page border

Use your creativity to create a visually appealing flyer.

**Save as EMPLOYMENT LAWS**. Flyers will be posted throughout the room to use as reference.

**![C:\Users\pblankenship\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\QI14ZDFJ\MC900297159[1].wmf]()**