

College Business Law
Chapter 23
Employment Contracts and Minors and Employment

I The Employment Relationship (Employer-Employee)

A. Are formed through:

1.

2.

3.

B. Who regulates employment relationships?

1.

a.

b.

c.

d.

e.

II. Labor-Management Relations - Union Labor Contracts

A. Unions:

B. Collective Bargaining:

C. Grievance Procedure:

D. When would a Collective Bargaining agreement not be able to protect an employee?

a.

b.

III. Professional Employment Contracts-

IV. Rights and Duties of the Employee and Employer

A. Employer:

B. Employee:

V. Terminating the Employment Relationship

A. Doctrine of employment-at-will:

B. Exceptions to employment-at-will: situations where an employer may not use employment-at-will to dismiss an employee.

1. Public Policy:

2. Implied Contract:

3. Implied Covenant:

C. Restrictive Employment Covenants:

1. Trade Secrets:

HW. Read pages 334-338

1. Describe in detail how Federal Labor Laws have evolved over the past 60 years through the following acts:
 - a. Wagner Act
 - b. Taft-Hartley Act
 - c. Landrum-Griffin Act
2. What did the National Labor Relations Act of 1935 seek to accomplish?
3. Describe how the Taft-Hartley Act tried to "balance out" the guidelines of the Wagner Act. Be sure to explain:
 - a. 60 Day cooling off period
 - b. Closed shop revision
 - b. right-to-work laws
 - d. Featherbedding
4. What was the main motive behind the creation of the Landrum-Griffin Act of 1959? What did the provisions of this act force the unions to do?

(to be collected)