



Baldy View ROP Daily Lesson Plan

Teacher _____ ROP Course Competency 77 F

Date(s) _____ Length of Lesson 30 (min.)

Anticipatory Set: How will you open your lesson and engage your student quickly? Consider the objectives, input and practice before you design your anticipatory set.

“What do Martin Luther King, Jr., Rosa Parks, Norma Ray, and the Teamsters Union have in common?”

Objectives: What do you want the students to do and know at the end of the lesson?

- √ Federal labor laws
- √ OSHA regulations
- √ State regulations

Materials and Equipment Needed:

- √ Regulatory Compliance Laws (handout)
- √ Regulatory Compliance Assessment (handout)
- √ Regulatory Compliance Assessment (answer key)

Instruction: Input (content pieces). Modeling, checking for understanding, etc.

- √ Discuss labor laws
- √ Discuss agencies on specific occupational rights and benefits

If necessary, attach an additional sheet for this section.

Guided Practice/Independent Practice: How will your students indicate that they have learned or mastered the concepts or skills?

Assessment

Regulatory Compliance Laws

Title VII of the Civil Rights Act of 1964, Including Equal Employment Opportunity Act of 1972

- Title VII of the Civil Rights Act of 1964 forbids employers discriminate on the basis of race, color, sex, religion or national origin. The law applies to federal, state and local employers. Employers may not use the above conditions as a basis for refusing to hire an otherwise qualified applicant, for terminating employment of an individual, or to otherwise discriminate against any individual with respect to his/her compensation, terms, conditions or privileges of employment because of race, color, religion, sex or national origin. It is also illegal to limit, segregate or classify employees or applicants in any way that would deprive or tend to deprive them of employment opportunities or otherwise adversely affect their status as employees.

Sexual Harassment

Sexual harassment is a form of sex discrimination that violates [Title VII of the Civil Rights Act of 1964](#).

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment when submission to or rejection of this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance or creates an intimidating, hostile or offensive work environment. Sexual harassment can occur in a variety of circumstances, including but not limited to the following:

- The victim as well as the harasser may be a woman or a man. The victim does not have to be of the opposite sex.
- The harasser can be the victim's supervisor, an agent of the employer, a supervisor in another area, a co-worker, or a non-employee.
- The victim does not have to be the person harassed but could be anyone affected by the offensive conduct.
- Unlawful sexual harassment may occur without economic injury to or discharge of the victim.
- The harasser's conduct must be unwelcome.

It is helpful for the victim to directly inform the harasser that the conduct is unwelcome and must stop.

Age Discrimination Act

- Prohibits job discrimination base on age for Individuals over age 40, regarding hiring, promotion, demotion, transfer, layoff, termination, compensation, and benefits, and selection for training. Disallows mandatory retirement.

Immigration Reform and Control Act

- Prohibits hiring of individuals who are not legal residents of the U.S. or who do not have legal certification to be employed in the U.S. requires proof of citizenship.

Fair Labor Standards Act

- Wage and hour law establishes minimum wage, maximum hours, overtime pay, equal pay, and child labor standards.
- The minimum wage as of 1/1/03 is \$6.75 per hour.
- California law mandates that employee's take a thirty-minute unpaid meal breaks on any shift that is five (5) or more hours. The law also mandates a ten minute paid break for any shift of four (4) or more hours.
- For more than 8hrs in a day, an employee must be paid one and a half times his or her usual rate, and for over 12 hours in a day must be paid twice the standard rate or double-time.
- If an employee works 7 consecutive days, they must be paid one and a half (1.5) times the hourly rate for the first 8 hours, and double-time for any hours over 8. The 7th consecutive day law applies regardless of how many hours an employee worked in the preceding six days. Also, any hours over 40 in a week must be paid at time and a half

Equal Pay Act

- Provides for equal pay for females and males to work of an equal skill, effort, and responsibility, and performed under similar working conditions (excludes differences based upon longevity, merit, production, or any basis other than sex).

Rehabilitation Act of 1973

- Designed to promote the employment of people with handicaps by banning discrimination.

Pregnancy Discrimination Act of 1978

- Establishes the eligibility for pregnancy-related benefits, including health insurance, disability income plans, and leaves of absence, on equal terms with other disabilities.

Occupational Safety and Health Act of 1970 (OSHA)

Pertains to providing safe and healthy workplace, and provides guidelines to follow and forms that must be completed when an accident occurs. In addition, under new Hazard Communication Standards, OSHA requires every workplace in the country to identify and list hazardous substances on the premises and train employees how to use them. **MSDS** is a widely used abbreviation for **Material Safety Data Sheet**. A MSDS contains details of the hazards associated with a chemical, and gives information on its safe use. They also provide health hazard information such as infectious dose, viability (including decontamination), medical information, recommended precautions, handling information and spill procedures.

Polygraph Protection Act

- In 1988, Congress passed the Employee Polygraph Protection Act, which prohibits most private employers from using lie detector examinations either for pre-employment screening or for screening during the course of a worker's employment. A polygraph is an instrument that simultaneously records changes in physiological processes such as heartbeat, blood pressure, and respiration, often used as a lie detector.

The Americans with Disabilities Act of 1990(ADA)

- The legislation prohibits employment discrimination of the disabled by businesses with fifteen or more employees. The Bill guarantees 43 million disabled Americans, including Aids victims, rights to employment, transportation, and the use of restaurants and other businesses.

Drug-Free Workplace Act of 1988

- Relates to federal contractors with contracts of \$25,000 or more, mandating they provide a drug-free workplace. Contractor must post notices and establish an awareness program. Employers may require potential employees to take and pass a drug screen before employment is offered.

Family and Medical Leave Act of 1993

- The family and Medical Leave Act of 1993 (FMLA) provides up to 12 weeks of leave for both men and women for the care of a newborn or newly adopted child, or the personal or family illness, with the guarantee of their regular or an equivalent job upon return to work. To be eligible, employees must be employed for at least 12 months, and have provided 1,250 hours of service during the 12 months before the leave is requested.

Regulatory Compliance (Quiz)

Name: _____ Date: _____

1. Provides equal pay for females and males to work of an equal skill, effort, and responsibility and performs under similar working conditions.
 - a. Sexual Harassment
 - b. Age Discrimination
 - c. Equal Pay Act
 - d. Fair Labor Standards

2. Designed to promote the employment of people with handicaps.
 - a. Rehabilitation Act of 1973
 - b. Pregnancy Discrimination Act
 - c. Immigration Reform and Control Act
 - d. Polygraph Protection Act

3. Pertains to providing safe and healthy workplace, and provides guidelines to follow and forms that must be completed when an accident occurs.
 - a. Occupational Safety and Health Act of 1970 (OSHA)
 - b. Fair Labor Standards Act
 - c. Civil Rights Act of 1964
 - d. Equal Pay Act

4. This Act prohibits most private employers from using lie detectors examinations either for pre-employment screening or for screening during the course of a worker's employment.
 - a. Occupational Safety and Health Act of 1970 (OSHA)
 - b. Polygraph Protection Act
 - c. Drug-Free Workplace Act of 1988
 - d. Family Medical Leave Act of 1993

5. Prohibits hiring of individuals who are not legal residents of the U.S. or who do not have legal certification to be employed in the U.S. requires proof of citizenship.
 - a. Civil Rights Act of 1964
 - b. Equal Pay Act
 - c. Family Medical Leave Act of 1993
 - d. Immigration Reform and Control Act

6. Prohibits job discrimination based on race, color, religion, sex, national origin, age and handicap pertaining to hiring, promotion, demotion, transfer, layoff, termination, compensation and benefits, and selection for training for those individuals in protected classes. Protected classes are defined as individuals over age 40, females, Black, Hispanic (Latin American, Mexican, Puerto Rican), Asian, Pacific Islander, Native, American Indian, and Alaskan Native.
 - a. Civil Rights Act of 1964
 - b. Equal Pay Act
 - c. Rehabilitation Act of 1973
 - d. Immigration Reform and Control Act

7. Relates to federal contractors with contracts of \$25,000 or more, mandating they provide a drug-free workplace. Contractor must post notices and establish an awareness program.
 - a. Civil Rights Act of 1964
 - b. Equal Pay Act
 - c. Rehabilitation Act of 1973
 - d. Drug-Free Workplace 1988

8. Prohibits harassment and provide that an employer is responsible of the acts of its agents and supervisory employees with respect to sexual harassment.
 - a. Rehabilitation Act of 1973
 - b. Age Discrimination Act
 - c. Fair Labor Standards Act
 - d. Sexual Harassment

9. Prohibits employment discrimination of the disabled by businesses with fifteen or more employees. The Bill guarantees 43 million disabled Americans, including Aids victims, rights to employment, transportation, and the use of restaurants and other businesses.
 - a. Equal Pay Act
 - b. The Americans with Disabilities Act of 1990
 - c. Drug-Free Workplace
 - d. Pregnancy Discrimination Act of 1978

10. Wage and hour law establishes minimum wage, maximum hours, overtime pay, equal pay, and child labor standards. The minimum wage in California as of 1/1/03 is \$6.75 per hour.
 - a. Fair Labor Standards Act
 - b. Immigration Reform and Control Act
 - c. Age Discrimination Act
 - d. Equal Pay Act

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 - c. Civil Rights Act of 1964
 - d. Equal Pay Act

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 - b. **Polygraph Protection Act**
 - c. Drug-Free Workplace Act of 1988
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 - d. **Immigration Reform and Control Act**

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Level of Proficiency
77 F Labor Laws

Exemplary

Student complete the “Regulatory Compliance Quiz” with 100% accuracy.

Proficient

Student complete the “Regulatory Compliance Quiz” with 70% accuracy.
No more than 3 (three) wrong.

Incomplete

Student complete the “Regulatory Compliance Quiz” with 60% accuracy.
More than 4 (four) wrong.