

Spokane Falls Community College
COURSE LEARNING OUTCOMES AND OUTLINE

Prefix and Course Number
Course Title

BMGT 325
Legal Issues for Managers

Last Modified: Fall 2017

Course Learning Outcomes

By the end of this course, a student should be able to:

- Identify strategic problems of a company.
- Perform an internal and external analysis of a company.
- Analyze and evaluate a company's resources and competitive position.
- Integrate acquired skills to formulate strategic plans to improve an organization.

Course Outline

- I. Overview
 - A. Federal, State and Municipal laws
 - B. Statutes and federal codes
 - C. What is an employer under federal and state law?
- II. Business structures and liability for owners/shareholders
 - A. Corporations
 - (1) regular, charitable and professional
 - B. Partnerships
 - C. Sole Proprietorships
- III. Contracts
 - A. Employment
 - B. Goods
 - C. Services
 - D. Enforcement
 - E. Remedies
- IV. Worker's Compensation
 - A. Purpose
 - B. What injuries are covered
 - C. Disputing a claimed injury
- V. Discrimination in the workplace
 - A. 1964 Civil Rights Act and updates
 - B. 1991 American with Disabilities Act
 - C. Pregnancy Discrimination Act
 - D. Washington v. federal law differences
 - E. Investigations
- VI. Wage and Hour laws
 - A. Washington v. federal law difference
 - B. Exempt v. non-exempt
 - C. Lunch and rest breaks
 - D. Overtime pay
 - E. Disputes and resolution
- VII. Negligence

- A. Employer responsibility for employee actions
- B. Business drivers
- C. Independent contractors
- D. Lawsuits

VIII. Labor Law

- A. History of unions
- B. Collective bargaining
- C. Labor boards - state and federal

IX. WISHA v. OSHA

- A. Safety in the workplace
- B. Employer responsibility

X. Employee Manuals

- A. What is required

XI. Employee Termination

XII. Review and Preparation for Final