

- 1 **WORKER RIGHTS AND PROTECTIONS**
 - Fair Employment Practices
 - Government Protection
 - Worker Safety and Health
 - Strikes
 - Child Labor
- 2 **Fair Employment Practices**
 - employment practices
 - the manners and methods by which employers deal with their employees
- 3 **Government Involvement in Employment**
 - The government tries to see that all job applicants are evaluated solely on their ability to do the job at hand and without any improper discrimination
 - The government oversees the bargaining that leads to major employment contracts around the country
 - The government seeks to insure proper working conditions and treatment of those who are injured on the job
- 4 **Fair Labor Standards Act (FLSA)**
 - Sets hour and wage guidelines for any person who works in or produces goods for interstate commerce
 - Requires time-and-a-half for overtime (more than 40 hours a week)
 - Sets the minimum wage
- 5 **Equal Pay Act of 1963**
 - Makes it illegal to use gender as a basis for paying one worker less than another who is performing similar work
 - Outlaws different wage scales for equal work
- 6 **Wages and Hours**
 - minimum wage
 - the lowest hourly wage the law permits employers to pay workers
 - youth minimum wage
 - also called a sub-minimum wage
 - is set at 75% of the minimum wage for student-learners and 50% for handicapped students
- 7 **Wages and Hours**
 - by law, the completion of 40 hours of work during a seven-day period
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- 8 **Protection from Discrimination**
 - discrimination
 - Favoring one person as compared to another
 - Discrimination in employment is defined as hiring, promoting, or discharging on the basis of race, color, sex, religion, gender preference, or national origin.
- 9 **Equal Employment Opportunity**

- equal employment opportunity
 - paved the way so that unions and employment agencies cannot discriminate against people because of race, color, religion, sex, or national origin
 - *Equal Employment Opportunity Commission (EEOC)*
 - Established by the Civil Rights Act of 1964
- 10 **Equal Employment Opportunity Commission**
 - Title VII of the Civil Rights Act makes discrimination in employment illegal.
 - *Age Discrimination Act of 1967*
 - Makes it illegal for private employers to discriminate against persons because they are age 40 or over
- 11 **Americans with Disabilities Act (ADA)**
 - Requires employers to provide "reasonable accommodations" for a qualified worker who happens to have a substantial physical or mental impairment
- 12 **Rehabilitation Act 1973**
 - Requires the hiring and promotion of disabled individuals by employers who do more than \$2,500 worth of government business in a year
- 13 **Equal Employment Opportunity Commission**
 - *Family and Medical Leave Act (FMLA)*
 - *August 1993*
 - *Requires employers with 50 or more employees to provide up to 12 weeks of unpaid leave a year.*
 - *Gives workers time off to help care for a new baby or ill family member*
- 14 **Equal Employment Opportunity Commission**
 - *Pregnancy Discrimination Act*
 - Requires employer to treat pregnancy, giving birth, and recovery from delivery as it would other physical problems producing an inability to work
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- 15 **Federal Regulation 29**
 - Requires the elimination of harassing sexual advances, requests for sexual favors, and other verbal or physical abuse of a sexual nature
- 16 **WORKER SAFETY AND HEALTH**
 - Explain the roles of employers and workers regarding safety and health in the workplace
 - Identify agencies that deal with workers' complaints
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- 17 **Safe Working Conditions**
 - Occupational Safety and Health Administration (OSHA)
 - Created 1970
 - Government agency that sets and enforces standards for safe and healthful working conditions
 - OSHA employee will come to your business to inspect at least once a year

- Inspections are voluntary
- If inspections are refused the inspector can get a search warrant
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18 **Safe Working Conditions**

- radiation levels
- tool storage
- protection from hot liquids
- safety shoe standards
- workplace cleanliness

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19 **Protect New Workers**

- New workers often do not know enough to protect themselves.
- 724 hurt workers
 - 27 percent said they had received no information on scaffolding safety requirements
- 868 workers who suffered head injuries
 - 71 percent said they had no instruction about hard hats
- Of 554 workers hurt while servicing equipment

20 **What Workers Can Do**

- Don't use tools or equipment that do not have working safety guards.
- Use all personal protective devices that are provided such as earplugs, gloves, or aprons.
- Do not joke around at the workplace.

21 **What Workers Can Do**

- Find out what any dangerous substance is before you handle it.
- Take responsibility for your own safety.

22 **Workers' Compensation**

- State statutes require employers to buy insurance to pay injured employees benefits if an employee is injured on the job
- If you are hurt on the job you will be paid for your time out of work no matter who was responsible for the injury
- Covers medical expenses and a percentage of your lost wages
- The injury must be worked related

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Unions

24 **National Labor Relations Act (NLRA)**

- 1935 aka Wagner Act
- Created a system of regulation that assures fairness and order in the process of negotiating employment contracts
- Made unfair labor practices illegal
- Established the National Labor Relations Board (NLRB)

- 25 **NLRA (continued)**
- Allowed the creation of labor unions
 - Collective bargaining by labor unions includes:
 - Negotiations over conditions and terms of employment between management and workers.
- 26 **NLRA (continued)**
- You cannot be fired for refusing to join a union
 - Employers cannot hinder employee's right to organize a union
 - Employers cannot interfere with or control the running of the union
 - The union cannot force anyone to hold a boycott
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- 27 **Boycott**
- Refusal to do business with a particular person or firm
 - Secondary boycott
 - Involves getting a secondary party to boycott a business that the union is in a dispute with
- 28 **Strikes**
- Unions must give notice of intent to strike
 - Strike is a collective work stoppage by employees to pressure the employer to give in to union demands
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- 29 **Picketing**
- Picketing occurs when union workers are on strike and form an organized, public protest against the company for which they work.
- 30 **Taft-Hartley Act - 1947**
- Provides a 60 day cooling off period
 - The President of the United States could postpone a strike for up to 60 days if the strike would endanger the nation's health or safety
 - During the 60 days federal mediators (referees) meet with management and labor to try to end the dispute.
 - Example: Ronald Regan and the air traffic controllers in 1980s
- 31 **Child Labor**
- 32 **Child Labor**
- The FLSA includes laws covering workers under the age of 18.
 - People 15 years old and younger cannot work in factories or during school hours.
 - People under age 18 cannot work in dangerous occupations.
 - Each state has its own child-labor laws.
 - Work permits can be given to students between 14 and 17 years of age.
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- 34 **Work Schedule Posted by Employer**

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36  **History of Child Labor**

- <http://www.historyplace.com/unitedstates/childlabor/index.html>

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