# **Video Title:** HR Basics: Employment Law

**Video URL:** <https://www.youtube.com/watch?v=CJhRXBpXTPI>

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**Close Caption Available:** Yes

Business owners need to be aware of the wide range of laws that the business and owners need to comply with. The laws come from four different sources: federal laws passed by Congress, laws approved through Presidential Executive Order, laws passed by state legislatures, and laws from city or county governments.

For purposes of this discussion, employment law consists of four categories including fair wage laws, total rewards, employee safety and health, and labor relations. Equal employment laws prohibit discrimination in the workplace.

Three of the most significant pieces of federal legislation include the Wagner Act of 1935, the Taft Hartley Act of 1947, and the Landrum Griffin Act of 1959. Together, these three pieces of legislation comprise the National Labor Code.

Questions:

1. Why are there several levels of employment law---federal, state, and local?
2. On what basis does Equal Employment Law protect individuals against discrimination?
3. What are the four categories of discriminatory practices?
4. What are the pieces of legislation that comprise the National Labor Code?