



COURSE OUTLINE

Course Number
BUS 108

Course Title
Business Law II

Credits
3

Hours:
Lecture/Lab/Other
3 Lecture, 0 lab

Pre-requisite Course
none

Catalog description:

The law of agency and employment and labor-management relations. Regulation of business organizations: sole proprietorships, partnerships, and corporations. Addresses property law, bailments, personal property, intellectual property, real property, landlord-tenant relationships, wills, estates and trusts, and the evolving role/impact of the global business environment. 3 *credit hours*

Is course New, Revised, or Modified? [Modified courses are those which have a new prefix or course number] No

Revision date:

Course coordinator: (Name, telephone number, email address)

This outline was updated
Spring 2020

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Information resources: (Describe the primary information resources that support the course, including books, videos, journals, electronic databases, websites, etc. To request new materials for your course, use the library request form at:
www.mccc.edu/student_library_course_form.shtml)

Supplemental Materials:

All materials should be provided to the students via their Blackboard course. This course is offered in an online delivery option. Therefore, supplemental materials are supplied online and students are expected to submit assignments through Blackboard.

Other learning resources: (Describe any other student learning resources that are specific to this course, including any special tutoring or study group support, learning system software, etc.)
N/A

Course Competencies/Goals:

The student will be able to:

- **Course Competency One:** Students can identify the different types of business organizations and explain the legal benefits and legal burdens of each type of business organization.
- **Course Competency Two:** Students understand a variety of business law doctrines, and can apply the appropriate business law concepts to practical business law scenarios.
- **Course Competency Three:** Students can apply federal and state workplace discrimination prevention laws to realistic business and employment scenarios.
- **Course Competency Four:** Students can recognize and and apply the basic law and legal doctrine relating to real property, intellectual property and personal property.

Institutional Learning Goals: The following Institutional Learning Goals apply to this course, as noted in the units below.

Institutional Learning Goal 1. Written and Oral Communication in English: Students will communicate effectively in both speech and writing.

Institutional Learning Goal 5. Social Science: Students will use social science theories and concepts to analyze human behavior and social and political institutions and to act as responsible citizens.

Institutional Learning Goal 9. Ethical Reasoning and Action: Students will understand ethical frameworks, issues, and situations.

Units of study in detail

Unit I Understanding Business Organizations

Learning Objectives

The student will be able to...

- Explain the legal definitions of business organizations, including sole proprietorships, partnerships, limited partnerships, Limited Liability Companies (LLC) and corporations. (CG 1, Institutional Learning Goal 5)
- Explain the benefits and burdens of each type of business organization, including sole proprietorships, partnerships, limited partnerships, Limited Liability Companies (LLC) and corporations. (CG 1, Institutional Learning Goal 5)
- Explain the reason for selecting corporate status and the process to form a corporation. (CG 2, Institutional Learning Goal 5)
- Explain the process of maintaining corporate formalities on an annual basis. (CG 2, Institutional Learning Goal 5)
- Explain the process of piercing the corporate veil and how this affects officers and agents of the corporation. (CG 1, 2, Institutional Learning Goal 5)
- Explain the concepts of shareholders' rights. (CG 1, Institutional Learning Goal 5)
- Explain the process of selecting a name for a business, and the legal relevance. (CG 1, Institutional Learning Goal 5)
- Explain why business owners must have a valid will that addresses their ownership interests. (CG 1, Institutional Learning Goal 5)

Unit II Understanding Equal Employment Opportunity Law and Related Employment Laws

Learning Objectives

The student will be able to...

- Describe the concept of employment at will. (CG 3, Institutional Learning Goal 5)
- Describe the concept of workers' rights, including contractual employment and union-related workers' rights. (CG 3, Institutional Learning Goal 5)
- Discuss issues under Title VII of the Civil Rights Act of 1964. (CG 3, Institutional Learning Goal 5)
- Discuss issues under the Americans with Disabilities Act. (CG 3, Institutional Learning Goal 5)
- Discuss select best practices for businesses to prevent workplace discrimination and unlawful employment processes. (CG 3, Institutional Learning Goal 5)
- Read and discuss realistic employment scenarios (CG 2, 3, Institutional Learning Goal 5)

Unit III Understanding the Law of Principal-Agent Relationships & Employer Liability

Learning Objectives

The student will be able to...

- Discuss the elements and application of strict liability. (CG 2, Institutional Learning Goal 5)
- Understand the ethical implications of vicarious liability, in a variety of applications.(CG 2, Institutional Learning Goal 9)
- Draft an essay or response concerning the elements and examples and ethical implications of vicarious liability, and analyze vicarious liability in hypothetical scenarios. (CG 2, Institutional Learning Goal 1)
- Define the concept of a principal and provide an example. (CG 2, Institutional Learning Goal 5)
- Define the concept of an agent and provide an example. (CG 2, Institutional Learning Goal 5)
- Explain the concepts of implied and actual authority. (CG 2, Institutional Learning Goal 5)
- Distinguish between an employer-employee relationship and an employer-independent contractor relationship. (CG 2, Institutional Learning Goal 5)
- Identify the exceptions to the bailor non-liability rule and related expectations. (CG 2, Institutional Learning Goal 5)

Unit IV Understanding Property Law (Personal Property, Intellectual Property & Real Property)

Learning Objectives

The student will be able to...

- Define personal property and bailments and provide examples. (CG 4, Institutional Learning Goal 5)
- Define intellectual property and provide examples. (CG 4, Institutional Learning Goal 5)
- Distinguish between a trademark, a trade secret, a patent and a copyright. (CG 4, Institutional Learning Goal 5)
- Analyze the rules of personal property ownership, and apply the rules of conversion. (CG 4, Institutional Learning Goal 5)
- Discuss the rules of ownership for mislaid and lost personal property. (CG 4, Institutional Learning Goal 5)

- Explain why businesses should seek intellectual property protection for certain parts of their business. (CG 4, Institutional Learning Goal 5)
- Explain the ethical implications of intellectual property right infringement. (CG 4, Institutional Learning Goal 9)
- Explain the concept of real property and provide examples. (CG 4, Institutional Learning Goals 1, 5)
- Discuss the legal issues affecting real estate ownership, as it applies to business. (CG 4, Institutional Learning Goal 5)
- Explain the landowner's liability risks, and the laws impacting property ownership. (CG 4, Institutional Learning Goal 5)
- Explain the landowner's responsibilities for various types of real property. (CG 4, Institutional Learning Goal 5)
- Understand the basic land use and environmental concerns for businesses and property owners. (CG 4, Institutional Learning Goal 5)

Students with Disabilities

Any student in this class who has special needs because of a disability is entitled to receive accommodations. Eligible students at Mercer County Community College are assured services under the Americans with Disabilities Act and Section 504 of the Rehabilitation Act of 1973. If you believe you are eligible for services, please contact Arlene Stinson, the Director of Academic Support Services. Ms. Stinson's office is LB221, and she can be reached at (609) 570-3525.

Academic Integrity Statement

This course is entirely compliant with the academic integrity standards of the college. This course specifically covers the implications of plagiarism and academic integrity, and covers how students can ethically embark on legal research tasks and the use of technology in the online classroom and beyond. Students are required to read, review, and follow the standards set forth in the Mercer County Community College Student Handbook academic integrity standards before submitting any assignment. Academic Dishonesty will result in failure of this course.

Equal Opportunity Policy

Mercer County Community College is committed to equal opportunity and affirmative action. Discrimination on the basis of race, creed, color, national origin, ancestry, age, gender, affectional or sexual orientation, marital status, familial status, liability for service in the Armed Forces of the United States, nationality, political views, religion, disability unrelated to job or program requirements or any other characteristic protected by law is prohibited. Questions regarding the equal opportunity policy and compliance statement may be directed to the Affirmative Action Officer, West Windsor Campus, (609) 586-4800, ext. 3270.