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## Business School\_BUA 330 Employment Law Paper

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BUA330  
Employment Law Paper  
Mandatory Paid Sick Leave

During this time of pandemic, special employment laws have been put in place at the state and federal levels to provide time off and pay to employees who are sick, caring for a sick person, quarantined, caring for children out of school and otherwise unable to work during the crisis. What are these special laws? How do they fit with the ongoing laws and debate about whether all employees should be entitled to paid sick leave?

Explore this issue in a paper of 3 – 5 pages, double spaced, 1” margins

**Requirements:**

Content—address all of the following:

**Background:**

Briefly describe current emergency laws and ongoing laws at the federal and state levels (refer to one state: Maine or a state of your choosing) regarding paid sick leave. What are the major provisions of these laws? Do **not** describe the fine points of the laws; this paper is a summary or overview.

For emergency laws now in effect you may rely on (with no further research) and cite the two attached documents:

Families First Corona Virus Response employment law poster, US Department of Labor  
Families First Corona Virus Response Employer Responsibilities, US Department of Labor

For Maine’s earned paid leave law that will go into effect on January 1, 2021, you may rely on (with no further research) and cite the following two documents:

Maine’s earned paid leave law (to be effective 1/1/2020), law text, Maine Revised Statutes  
Draft regulations for Maine’s earned paid leave law, Maine Department of Labor

There are no other federal or Maine state laws requiring paid leave for an employee’s sickness. There are paid sick leave laws in other US jurisdictions (cities and states). Information about those laws is readily available with a simple internet search for paid sick leave laws. These sources will help provide rationales for and against such leave.

**(Optional)** What do other countries do in this regard? Cite at least 2 other countries’ provisions about paid sick leave.

**Argument:**

What are the pros and cons of having ongoing laws that require employers to offer paid leave for an employee’s sickness? Present views of leaders and advocacy groups. What are the major provisions that are proposed?

**Your Conclusion:**

What is your opinion about whether paid leave for an employee's illness should be mandatory? Consider the impact on employees, employers, customers, society and the economy.

**Research:**

Cite at least 4 reputable sources (in addition to the sources listed above and attached) for the information and arguments in your paper. Attribute sources within the text or in footnotes and add a list of sources consulted. Use sources such as publications and websites of news outlets, government agencies (e.g. federal and state departments of labor), advocacy groups (such as the Chamber of Commerce or other employer group, labor unions, Maine People's Alliance), and elected officials or candidates. Indicate which information is factual and which is opinion.

**Deliverable:**

Paper of 3 pages minimum – 5 pages maximum, double spaced. Suggested relative length of sections:

Background: 40%

Argument: 40%

Your conclusion: 20%

–Please check your work with Spell Check or Grammarly to find and correct misspellings and errors.

**Due May 1 at 11:59 pm**

12% of semester grade

**Grading criteria:**

Effectively covers all required content (accurate, well supported, thorough) 40%

Effectively uses research information and data 20%

Presentation: clear, logical, compelling, well supported, well organized, interesting 20%

Writing mechanics: spelling, sentence and paragraph structure, punctuation, correct word usage, etc. 20%