

FBLA HS: Business Law

Competency A: Legal System	MBA Research Performance Indicators	LAPs
Tasks		
1. Identify ethical character traits: honesty, integrity, compassion, respect, responsibility, citizenship, and justice.	BL:163 Comply with the spirit and intent of laws and regulations (CS) EI:022 Demonstrate honesty and integrity (PQ) EI:036 Treat others with dignity and respect (PQ) EI:075 Take responsibility for decisions and actions (PQ) EI:123 Describe the nature of ethics (CS)	LAP-BL-163 Laying Down the Law (Complying With the Spirit and Intent of Laws and Regulations) LAP-EI-138 Sincerely Yours (Demonstrating Honesty and Integrity) LAP-EI-036 Everyone's Worthy (Treating Others With Dignity and Respect) LAP-PQ-075 It's Up to You (Taking Responsibility for Decisions and Actions) LAP-EI-123 Rules to Live By (Nature of Ethics)
2. Explain the relationship between law and ethics and why they sometimes conflict.	EC:106 Explain the nature of business ethics (SP)	LAP-EC-106 On the Up and Up (Business Ethics)
3. Explain the differences between local, state and federal government and the powers and limitations of each.	BL:163 Comply with the spirit and intent of laws and regulations (CS)	LAP-BL-163 Laying Down the Law (Complying With the Spirit and Intent of Laws and Regulations)
4. Define statutory law, identify the purpose of statutory law, and describe how a bill becomes a statute under federal law.	BL:067 Discuss the nature of law and sources of law in the United States (SP)	

5. Identify ways laws affect individuals, sources of law, constitutional rights and responsibilities of U.S. citizens, and the responsibilities of government.	BL:067 Discuss the nature of law and sources of law in the United States (SP) EC:008 Determine the relationship between government and business (CS)	LAP-EC-016 Regulate and Protect (Government and Business)
6. Distinguish between different types of courts.	BL:068 Describe the United States' judicial system (SP)	
7. Distinguish between the roles of legal professionals (e.g., judges, lawyers, and paralegals).	BL:068 Describe the United States' judicial system (SP)	
8. Identify the elements of criminal, civil, and business law, including trial procedures.	BL:067 Discuss the nature of law and sources of law in the United States (SP) BL:068 Describe the United States' judicial system (SP)	
9. Define crimes such as embezzlement, larceny, robbery, burglary, assault, battery, forgery, white collar, extortion, bribery, conspiracy, etc.; and classify it based on the severity of the punishment.	BL:001 Describe legal issues affecting businesses (SP)	
10. Explain the difference between crimes and torts.	BL:069 Identify the basic torts relating to business enterprises (SP)	
11. Define “negligence per se” and give examples of circumstances under which it applies.	BL:068 Describe the United States' judicial system (SP)	
12. Define tort of assault, battery, false imprisonment, mental distress, invasion of privacy, defamation of character, trespass to land and personal property, conversion negligence, and strict liability.	BL:069 Identify the basic torts relating to business enterprises (SP)	
13. Identify crimes that occur in the business environment.	BL:001 Describe legal issues affecting businesses (SP)	

14. Understand the purpose and uses of a variety of common legal documents.	BL:002 Describe the nature of legally binding contracts (SP) BL:168 Distinguish between letters of agreement and contracts (SP) FI:063 Explain legal responsibilities associated with consumer financial products and services (CS)	
15. Recognize situations that call for legal advice.	EN:012 Assess the need to use external resources for concept development (SP)	
16. Possess a working vocabulary of most frequently used legal terms, such as litigation, arbitration, mediation and conciliation, etc.	BL:068 Describe the United States' judicial system (SP) BL:160 Describe the litigation process (SP) BL:161 Discuss the arbitration/mediation process (SP)	
17. Explain how disputes can be settled without resort to the courts.	BL:159 Describe factors affecting the settlement of legal matters (SP) BL:158 Negotiate settlement of legal and regulatory matters (MN) RM:085 Develop plan to resolve breach of contract (e.g., renegotiation of terms, settlement, litigation) (MN)	
18. Complete legal documents with notarization as required.		
19. Define environmental law, energy regulation and conservation, and explain the purpose and need.	BL:073 Discuss the nature of environmental law (SP)	
Competency B: Business Organization	MBA Research Performance Indicators	LAPs
Tasks		
1. Describe the legal forms of business organization and identify their respective advantages/disadvantages.	BL:003 Explain types of business ownership (CS)	LAP-BL-003 Own It Your Way (Types of Business Ownership)
2. Describe the types of organizational structures and management levels.	EC:103 Explain the organizational design of businesses (SP)	LAP-EC-103 Designed to Work (Organizational Design of Businesses)

3. Examine the ways businesses can be created including their rights, limitation, and liabilities.	BL:003 Explain types of business ownership (CS)	LAP-BL-003 Own It Your Way (Types of Business Ownership)
4. Distinguish between a limited partnership and general partnership.	BL:003 Explain types of business ownership (CS)	LAP-BL-003 Own It Your Way (Types of Business Ownership)
5. Differentiate between types of corporations and describe the functions of the board of directors and officers of a corporation.	BL:003 Explain types of business ownership (CS) PD:214 Describe the components of a well-governed company (e.g., board of directors, reporting, transparency, internal and external audit functions) (SP)	LAP-BL-003 Own It Your Way (Types of Business Ownership)
6. Identify shareholder rights and explain the nature of the shareholder liability.	PD:310 Describe the rights of stockholders (SP)	
7. Differentiate between types of corporate expansion (e.g. mergers, consolidations, and conglomerates).	FI:347 Compare mergers and acquisitions (SP)	
8. Describe the characteristics of a franchise and analyze where it fits in the economic and legal framework.	BL:003 Explain types of business ownership (CS) EC:138 Describe types of business models (SP)	LAP-BL-003 Own It Your Way (Types of Business Ownership)
9. Define a limited liability company and explain the steps in forming it.	BL:003 Explain types of business ownership (CS)	LAP-BL-003 Own It Your Way (Types of Business Ownership)
10. Discuss the role of the S. E. C. and identify potential consequences of violating S. E. C. regulations.	BL:100 Comply with U.S. Securities and Exchange Commission Division of Corporation Finance requirements (MN) BL:105 Discuss laws and regulations governing the securities and investments industry (SP) BL:133 Discuss legal considerations in the finance industry (SP)	

11. Discuss ways that government regulation and legal issues in businesses have affected each of us.	EC:008 Determine the relationship between government and business (CS)	LAP-EC-016 Regulate and Protect (Government and Business)
12. Develop an understanding of a business's responsibility to know, abide by, and enforce laws and regulations that affect business operations and transactions (anti-trust laws, organized labor, and regulatory agencies).	BL:001 Describe legal issues affecting businesses (SP) BL:076 Describe the impact of anti-trust legislation (MN) BL:007 Explain the nature of human resources regulations (SU) BL:008 Explain the nature of workplace regulations (including OSHA, ADA) (SU) BL:075 Discuss employment relationships (SU) BL:074 Discuss the role of administrative law (SP) OP:339 Discuss legal considerations in operations (SP)	
13. Identify, apply, and keep current with laws and regulations such as those that affect business practices like financial and accounting records and storage and retention of records.	BL:001 Describe legal issues affecting businesses (SP)	
14. Identify the legal issues and agencies related to managing a business in the global environment.	BL:129 Explain the nature of legal recourse in resolving global business disputes (MN) BL:144 Explain the impact of global legal systems on settling international business disputes (MN) BL:142 Discuss the nature and sources of international law (i.e., treaties and international customs) (MN) BL:145 Explain the nature of import/export law (SP) EC:101 Explain labor issues associated with global trade (SU)	
15. Identify trade regulations and unfair trade practices regulated by the Federal Trade Commission.	EC:008 Determine the relationship between government and business (CS) PR:101 Describe the regulation of promotion (SP)	LAP-EC-016 Regulate and Protect (Government and Business)

Competency C: Contracts and Sales	MBA Research Performance Indicators	LAPs
Tasks		
1. Explain the nature and importance of contracts.	BL:002 Describe the nature of legally binding contracts (SP)	
2. Identify the elements of a contract (e.g., offer, acceptance, genuine agreement, consideration, capacity, and legality).	BL:002 Describe the nature of legally binding contracts (SP)	
3. List and analyze the steps to creating a legal and binding contract.	BL:002 Describe the nature of legally binding contracts (SP)	
4. Discuss the requirements of an offer and acceptance and how the offer can be terminated/discharged/assigned.	BL:002 Describe the nature of legally binding contracts (SP) BL:084 Discuss the nature of contract suspensions (SP) BL:085 Explain the nature of contract terminations (SP)	
5. Identify the classifications of contracts: valid, void, voidable, unenforceable, express, implied, oral, and written.	BL:002 Describe the nature of legally binding contracts (SP)	
6. Define consideration and list examples of valid consideration.	BL:002 Describe the nature of legally binding contracts (SP)	
7. Differentiate among the ways that a contract can be disrupted, such as fraud, nondisclosure, misrepresentation, mistake, duress, and undue influence.	BL:085 Explain the nature of contract terminations (SP)	
8. Explain a minor's rights regarding contracts.		
9. List contracts that should be in writing under the Statute of Frauds and identify the consequences for failure to comply.	BL:002 Describe the nature of legally binding contracts (SP)	
10. Define breach of contract and name legal remedies available for resolution.	BL:085 Explain the nature of contract terminations (SP)	

11. Define sale and explain how the UCC governs the sale of goods.	BL:087 Issue a service/goods contract (MN)	
12. Distinguish between payment, delivery, and transfer of title of goods.	BL:087 Issue a service/goods contract (MN)	
13. Explain who may transfer ownership of goods and what is required for the transfer of ownership.	BL:087 Issue a service/goods contract (MN)	
14. List and define the performance obligations of the seller and buyer in a typical sales transaction.	BL:087 Issue a service/goods contract (MN)	
Competency D: Agency and Employment Law	MBA Research Performance Indicators	LAPs
Tasks		
1. Explain agency relationships and list the ways agency relationships may be created.	BL:072 Explain the nature of agency relationships (SP)	
2. Distinguish between an agent and individuals such as independent contractors, real estate brokers, bailees, and trustees.	BL:072 Explain the nature of agency relationships (SP)	
3. Identify the duties, scope of authority, responsibilities, and liabilities of agents.	BL:072 Explain the nature of agency relationships (SP)	
4. Identify legislation that regulates employee rights (e.g., employment interview, testing, laws affecting minors, and collective bargaining).	BL:007 Explain the nature of human resources regulations (SU)	
5. Identify legislation that regulates employment conditions and worker benefits (OSHA, workers' comp., unemployment compensation, etc.).	BL:008 Explain the nature of workplace regulations (including OSHA, ADA) (SU)	
6. Identify legislation (e.g., civil rights, right to privacy, and ADA) affecting personnel practices (compensation, promotion, recruitment, selection, termination, and training and development).	BL:007 Explain the nature of human resources regulations (SU) BL:008 Explain the nature of workplace regulations (including OSHA, ADA) (SU)	
7. Describe legal reason for terminating employees (e.g., employment at will, embezzlement, and violation of company policy).	HR:369 Explain the nature of remedial action (SU)	

8. Analyze contracts and company's position to assist management in labor contract negotiations and monitor implementation of contract for compliance.	BL:122 Participate in collective-bargaining process (MN) BL:158 Negotiate settlement of legal and regulatory matters (MN)	
9. Discuss the impact of immigration relations to the operation of businesses.	HR:516 Explain factors to consider when hiring different categories of employees (e.g., interns, independent contractors, people with disabilities, seniors, non-US citizens) (MN) NF:270 Process immigration-related records (SU)	
Competency E: Consumer Protection, Product/Personal Liability	MBA Research Performance Indicators	LAPs
Tasks		
1. Identify and state the purpose of legislation that regulates consumer credit, debt collection, privacy, and electronic credit transactions.	BL:071 Discuss the nature of debtor-creditor relationships (SP) FI:002 Explain the purposes and importance of credit (CS) FI:063 Explain legal responsibilities associated with consumer financial products and services (CS)	LAP-FI-002 Give Credit Where Credit Is Due (Credit and Its Importance)
2. Describe laws and agencies that provide consumer protection.	PM:017 Identify consumer protection provisions of appropriate agencies (SP)	LAP-PM-007 Protect and Serve (Consumer Protection)
3. Define common, unfair and deceptive practices such as: bait and switch, usury, identity theft, deceptive service estimates, and fraudulent misrepresentations.	FI:073 Protect against identity theft (CS) PI:017 Explain legal considerations for pricing (SP) SE:106 Explain legal and ethical considerations in selling (SP)	LAP-SP-106 Keep It Real--In Sales (Legal and Ethical Considerations in Selling)
4. Identify the regulatory agencies established to protect consumers against unsafe products and deceptive trade practices.	PM:017 Identify consumer protection provisions of appropriate agencies (SP)	LAP-PM-007 Protect and Serve (Consumer Protection)
5. Explain the concept of strict, absolute, and vicarious liability.	RM:043 Discuss legal considerations affecting risk management (SP)	

6. Explain the relationship of business ethics to product service management. (e.g., product packaging, quality assurance, grades and standards, and product promotion).	PM:019 Describe the uses of grades and standards in marketing (CS) PM:040 Explain business ethics in product/service management (SP)	LAP-PM-019 Raise the Bar (Grades and Standards) LAP-PM-040 Safe and Sound (Ethics in Product/Service Management)
7. Apply “truth in advertising” and “government instituted laws” to promotion of a product or service.	PR:101 Describe the regulation of promotion (SP)	
8. Distinguish between implied and express warranties and between full and limited warranties and describe the protection they provide.	PM:020 Explain warranties and guarantees (CS)	LAP-PM-920 Promises, Promises (Warranties and Guarantees)
Competency F: Negotiable Instruments, Insurance, Secured Transactions, and Bankruptcy	MBA Research Performance Indicators	LAPs
Tasks		
1. Explain the essential elements of negotiable instruments, the different types of negotiable instruments, and specify their respective advantages/disadvantages.	FI:058 Explain forms of financial exchange (cash, credit, debit, electronic funds transfer, etc.) (PQ)	
2. Distinguish between primary parties and secondary parties.	FI:063 Explain legal responsibilities associated with consumer financial products and services (CS)	
3. Describe presentment for payment and presentment for acceptance.	FI:063 Explain legal responsibilities associated with consumer financial products and services (CS)	
4. Compare and contrast the different types of insurance.	FI:081 Describe the concept of insurance (CS)	
5. Identify laws associated with different types of insurance.	BL:101 Discuss federal and state regulation governing the insurance industry (SP)	
6. Compare/contrast insurance policies and coverage to determine advantages and disadvantages.	FI:571 Determine insurance needs (SP) FI:082 Obtain insurance coverage (ON)	
7. Describe a secured transaction and requirements for creating a valid security interest.	PD:155 Discuss the nature of loan products (SP)	

8. Discuss the different types of mortgages, liens, and their purposes.	PD:155 Discuss the nature of loan products (SP)	
9. Explain the rights of debtors and creditors.	BL:071 Discuss the nature of debtor-creditor relationships (SP)	
10. Identify the reasons for bankruptcy laws.	BL:096 Describe provisions of bankruptcy law (MN)	
11. Compare bankruptcy with other alternatives.	BL:096 Describe provisions of bankruptcy law (MN)	
12. Describe the principal features of bankruptcy such as Liquidation and Reorganization of Debts, Chapter 7, 11, 12, and 13 Bankruptcy Codes.	BL:096 Describe provisions of bankruptcy law (MN)	
Competency G: Property Laws	MBA Research Performance Indicators	LAPs
Tasks		
1. Discuss the benefits and burdens of ownership of property.		
2. Define real property, personal property, and fixtures and explain why property distinctions are important.		
3. Compare different legal rights and methods of acquiring property and transferring title (e.g., renting, leasing, or purchasing, contract for sale, deed, title search, abstract of title, mortgage, etc.) including the effects of liens.		
4. Describe and distinguish liens, licenses, and easements.	BL:164 Explain the nature of business licenses and permits (SP)	
5. Describe legal aspects of a real estate transaction.		
6. Describe the legal characteristics of a lease.		
7. Define the different types of intellectual property (e.g., patents, copyrights, and trademarks).	BL:051 Describe methods used to protect intellectual property (SP)	

8. Describe the civil and criminal consequences for infringing on the intellectual property rights of another.	BL:051 Describe methods used to protect intellectual property (SP)	
9. Explain the impact of zoning regulations on the use of property.		
10. Explain how a bailment is created and describe the standard of care different bailees are required to exercise over bailed property.		
Competency H: Computer Law	MBA Research Performance Indicators	LAPs
Tasks		
1. Explain ethical and legal behavior of computer law as it relates to computer hacking, software piracy, source code, software license, copyright law, Internet, and e-mail.	NF:076 Explain legal issues associated with information management (SP) NF:111 Explain the role of ethics in information management (SP)	
2. Discuss existing laws, jurisdiction considerations, and disputes regarding E-commerce.	NF:076 Explain legal issues associated with information management (SP)	
3. Define different types of computer crime and discuss the various types of federal and state statutes designed to combat computer crime.	NF:076 Explain legal issues associated with information management (SP)	
4. Discuss various statutes that deal with the effects and use of computer records and privacy matters.	NF:076 Explain legal issues associated with information management (SP)	
Competency I: Domestic/Personal Law	MBA Research Performance Indicators	LAPs
Tasks		
1. Define marriage and explain the rights and obligations that are involved in marriage.		
2. Understand concepts relating to marriage such as age requirements, prenuptial agreements, common law, and types of marriage prohibited by law.		

3. Contrast annulment, divorce, and dissolution proceedings and explain some of the typical grounds for divorce.		
4. Describe the law as it related to the distribution of property in divorce as well as child custody and child and spousal support.		
5. Describe the legal rights and duties of minors and their parents/guardians.		
6. Explain protections provided by estate planning (power of attorney, will, trusts, living will, right to die, etc.).	FI:572 Explain the nature of estate planning (CS) OP:366 Explain the estate planning process (SP)	
7. Identify the requirements of a valid will and indicate the ways a will can be revoked or altered.	OP:366 Explain the estate planning process (SP)	
8. Identify the responsibilities of a personal representative, executor, or administrator in the settlement of an estate.	OP:366 Explain the estate planning process (SP)	