





## *Why are these laws important?*

- In the world of sport, labor and employment laws create stability and equal opportunity for all athletes no matter how diverse.
- This timeline shows how these laws and acts progressed over time.



## ***National Labor Relations Act***

- This law establishes the procedures for union certification and desertification. (Masterallexis 115)
- Labor relations in professional sport are very unique because they bring about bargaining power amongst professional athletes.
  - Due to this bargaining power, athletes have leverage over their respective teams as they must comply with their demands.



# *Northwestern University*

- Throughout the 2011 season, the Northwestern football team began to protest their rights as players and wanted to be regarded as employees.
- An election was held to determine whether these players would choose to be represented by a union, but the results have yet to be released.



## *Equal Pay Act*

- The Equal Pay Act of 1963, a United States federal law aimed to abolish wage disparity based on sex.
- The two employees must be performing jobs of equal skills, effort, and responsibility and must be working under similar conditions.
- Ex. Female coaches whose salaries are not equal to those of male coaches.
- EPA: <http://www.eeoc.gov/laws/statutes/epa.cfm>

# *Venus Williams at Wimbledon*

- "I'm used to winning. I've lost, too, but in the overall scheme of things, I'm used to winning, and I'm used to not just winning by chance, but putting in the work and getting prepared enough to know I can get the win. I'm not afraid of hard work. None of us were. That was how I saw it -- whatever it takes." - Venus Williams
- In an April 2013 interview with [espnW.com](http://espnW.com), Venus Williams talked about fighting for equal pay at Grand Slam events.
- Video





## *Title VII*

- A federal law discriminating in many settings.
  - Covers employees with 15 or more employees, but excludes Native American tribes.
  - Prohibits any employment decision due to race, color, nation origin, gender or religion.
  - Bona fide occupation qualification as legal to discrimination
  - BFOQ requires workers to prove that the employees isn't qualified for the job.
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