

Name

Abstract 6

Title: Mans, L. k., & Gibbs, J. E. (2015). Students athletes as employees. *Florida Bar Journal* 89, no.4 (2015): 34-37.

Purpose: The article aims to explore the issue of recognizing student-athletes as employees in institutions that manage their plays. This issue has raised many controversies, as many regulatory boards in the US have different perspectives regarding the issue. The arguments were inspired by the creation of the formal college athletics in the 19th century. Since then, many athletics organizations have made efforts to engage the employment law in reviewing student players' roles in colleges and universities.

Problem: Since the 19th century, students have been classified under amateur sports since they were not considered employees. As such, many universities and colleges have not engaged in employment laws such as the National Labor Relations Act. Nevertheless, over the years, some organizations have raised petitions to revise this decision. This approach has also raised many attacks as states such as Michigan do not support the consideration of student-athletes as students. Besides, implementing this approach will bring about many challenges, such as medical insurance and compensations.

Procedure: The article begins with a brief history of regulatory bodies that govern student athletics. One of these organizations is the National Collegiate Athletics Association (NCAA) of 1905, which grouped student players under amateur sports. However, this approach is likely to change due to many petitions that seek to engage students as employees. One of the petitions includes the Northwest case that involved the College Athletes Players Association, which filed a plea with the National Labor Relations Board (NLRB) to represent student players at Northwest University. The article also shows the implications of the petitions in influencing changes in amateur sports.

Results: The NLRB denied the Northwest petition as the organization only represents employees. Nevertheless, the case also influenced other areas as the NCAA loosened the rules to allow student-athletes to receive scholarships that extend up to five years. It is important to note that many small institutions will suffer from high costs if student-athletes will be considered as employees. Besides, some of the schools that will not afford the finances will have to discontinue sports programs, and this will affect the advancement of talents among students.

Conclusion: The employment law has a crucial impact on regulating sports activities in the US. However, there are some challenges in the implementation of the law in fields such as amateur sports. This challenge has encouraged critics who seek to extend the law's application to students as they play a crucial role in increasing profits for colleges and universities that manage their plays. Nevertheless, it will be difficult to implement these amateur sports changes since many states have already begun to restrict the law in colleges and universities. Besides, many aspects, such as whether to apply for medical insurance under the Affordable Care Act, will have to be considered before implementing the changes.

