

THE UNIVERSITY OF NORTH CAROLINA AT GREENSBORO
The Bryan School of Business and Economics
Department of Management

COURSE NUMBER: MGT 475 MWF 10-10:50am Bryan 128 Spring 2019

COURSE TITLE: Employment & Human Resources Law

CREDITS: 3 hours

PREQUISITES/ COREQUISITES: junior standing; MGT 330; admission to approved program

FOR WHOM PLANNED: Students interested in a career in Human Resources, Management, and/ or Law

INSTRUCTOR INFORMATION:

Eloise McCain Hassell

Office: 373 Bryan

<http://eloisehassell.wp.uncg.edu/>

Class Email/ Chapter Assignments and Power Points/Exam Review lists/are available on Canvas. canvas.uncg.edu Use your UNCG username and password to log in.

Telephone: 334-4535, E-Mail: mmhassel@uncg.edu

Office Hours: MWF 7:00 - 7:30 am (by appointment only) / MWF 11:00 am – noon, & by appointment

(Email and phone messages are checked MWF before 6am/every attempt will be made to respond to Email and phone messages on the MWF when they were received. Please put MGT 475 in the subject line)

BULLETIN DESCRIPTION:

MGT 475 Employment and Human Resource Law (3:3)

National Labor Relations Act, Fair Labor Standards Act (including equal employment), and other statutes and court decisions relating to employment relations and their effect on managerial practices.

Prerequisite

Junior standing; [MGT 330](#); admission to approved program

Offered Spring

STUDENT LEARNING OUTCOMES:

- 1. The human resources student will be able to demonstrate knowledge of human resource practices:**
 - A. Identify and explain basic concepts and/or theories (laws) that influence the employer/ employee relationship.**
 - B. Apply these concepts (laws) in business situations to demonstrate knowledge of human resource practices.**

2. The human resources student will be able to explain ways in which effective human resources practice contributes to the overall organizational success.

Faculty/ Student Guidelines:

<https://bryan.uncg.edu/wp-content/uploads/2017/08/Faculty-and-Student-Guidelines-2018-2019.pdf>

Bryan School Mission Statement:

In the Bryan School of Business & Economics, we create and disseminate knowledge about the theory and practice of business. In addition to our courses and research, we accomplish this through hands-on projects, global experiences, and outreach to the community. Our work produces principled leaders and exceptional problem solvers who have a global perspective, an innovative mindset, a broad understanding of sustainability, and a commitment to improve the organizations in which they work and the communities in which they live.

Bryan School Student Learning Goals

Each program within the Bryan school has separate learning goals as listed with the degree program. The essential components of a professional education in business (excluding the B.S. and B.A. in Economics, the B.S. in Consumer, Apparel, and Retail Studies and the B.A. in Sustainable Tourism and Hospitality) include common courses for breadth and opportunities for advanced work for depth in the various business disciplines. These core business programs share the following common learning goals:

1. Students will implement the various steps of the critical thinking process, supported by the appropriate use of analytical and quantitative techniques, to formulate recommendations for subsequent decision making.
2. Students will apply appropriate ethical standards when making recommendations for business decision making.
3. Students will evaluate business decisions in the context of sustainability goals, balancing environmental, social, and economic needs, conditions, and potential decision impacts.
4. Students will formulate appropriate strategies, in the context of global issues and forces, to improve business performance in the world economy.
5. Students will explain the roles of innovation and innovation management in achieving successful business strategies, decisions, and performance.
6. Students will be able to plan, schedule, contribute to, and lead projects.

REQUIRED TEXTS/ READINGS/ REFERENCES: Employment Law for Human Resource Practice (5th Edition 2016), by David Walsh

Please note: Three MGT 475 hard copy textbook has been placed on closed reserve in Jackson Library.

TEACHING METHODS AND ASSIGNMENTS FOR ACHIEVING LEARNING OUTCOMES:

Students are responsible for all readings and other material assigned without regard to whether the material is covered in class.

Students should read some daily source of business news. News articles give students a real world framework for understanding legal concepts and their application.

NOT LEGAL ADVICE. The information covered in the website (listed above), in its links, in MGT 330/475 class, in the textbook, or during office hours does not constitute legal advice or the giving of a legal opinion. Nothing provided herein should be used as a substitute for the advice of your own legal counsel.

ATTENDANCE POLICY:

Attendance is required, and will be taken daily. Many exam questions will be pulled from class notes, from the book, and from assigned websites. **A maximum of 5 absences during the semester is allowed.** An absence can be excused ONLY in the following situations: If the student emails me prior to the class and then can produce one of the following for my file (1) a valid Doctor's note saying the student was too sick to come to class on the scheduled missed class day with class date included, or (2) an immediate family member has just died or is in a serious medical condition in the hospital and the student's presence at the hospital or funeral is needed by the family (written proof including missed class dates is required).

*Please note: absence that is work-related, due to car problems, or over-sleeping an alarm are not excused.

***For each absence beyond the allowed five, ten (10) points will be subtracted from your end-of-semester final grade. Signing in for another student on the attendance sheet is an Academic Integrity Violation.**

MANDATORY attendance is required on the day(s) your section briefs the cases AND does their group presentation. Failure to be on time and actively participating as a group member will result in the student earning a O on their group presentation grade (20 points).

Inclement Weather Policy:

If we experience severe weather, then I will follow the university's decision as to holding class. If UNCG is open, but due to inclement weather the Guilford County Schools are delayed or cancelled due to the weather (and it is not an exam day) we will have class, but I will not take attendance. If UNCG is open, and it is on exam day attendance on-time is required.

UNCG Disability Services (OARS) :

Accommodations: UNCG seeks to comply fully with the Americans with Disabilities Act (ADA). Students requesting accommodations based on a disability must be registered with (OARS) the Office of Accessibility, Resources and Services (formally called the Office of Disability Services) in 215 Elliott University Center, 334-5440

<http://ods.uncg.edu/student-services/register/>

UNCG athletes:

UNCG athletes: to make sure your UNCG athletic events are excused you must circle your name on the UNCG athletic notice form. Please circle the dates which will result in your missing a regular MWF MGT 475 class period. Please write MGT 475 in the top right hand corner of the page, and turn in to the teacher during the first week of the semester, so those dates can be excused. If your UNCG athletic event will interfere with an exam/exam review, you must make arrangements with the teacher to schedule a time IN ADVANCE of your regularly scheduled exam/ exam review date. You are NOT allowed to take the exam/exam review. AFTER your regularly scheduled date If your athletic schedule changes, you will have the responsibility of providing the teacher with any additional dates in writing from the Athletic Department.

Class Participation:

Students are responsible for all material covered, and for announcements made, in class whether or not they are in attendance. Power Point chapter outlines and the home work required for each chapter is available online on your MGT 475 Canvas “modules” link. Please complete the required assignment and print the Power point outlines (as a “handout” with 3 slides per page) for each chapter prior to each class.

You will be called upon for recitation on a random basis. ALL students must have briefed ALL assigned cases for EVERY class. The extent of your preparation and participation will be reflected in your grade. **Students are required to constructively participate and/or brief cases ten (10) times or more during the semester. Failing to be prepared for class will result in a student getting a minus on their seating chart which result in the student being required to talk twenty (20)/ per each time unprepared during the semester to make up for coming to class having not done the required reading.**

Disrupting class by leaving early (without a pre-approved excuse), arriving late, and/or failing to act in a courteous way to others will negate any and possibly all accumulated constructive class participation marks, and will result in attendance for that class being negated. Classroom doors may be shut after class begins, and will not be opened for latecomers. Continued disruption by a student with two prior verbal warnings will result in a student losing up to 30 class participation points. Leaving early (unless with prior approval of the teacher for emergency reasons) will result in the student not getting credit for attending the class. Evaluation in this area is, of necessity, subjective and my determination is final. There is no provision for appeal.

There will be no makeup for missed exams. Failing to show up to take an exam with your class will result in a grade of 0. Failure to show up on time at the start of the hour on exam day will result in your being locked out of class and a grade of 0. Once an exam begins a student is not allowed to leave the classroom until the exam is completed and all exam material and scratch paper are turned in as instructed. No notes, no talking, and gum is allowed during exams or during class since it is a

disruption to others. NO cell phone, Ipad, Apple watch, or recording devices, texting, or electronics of ANY kind are allowed out or on during class or during exams or during exam reviews.

Exceptions for being allowed to take a later exam: If the student emails me prior to the exam and then can produce a hard copy of one of the following for my file
(1) a valid Doctor's note saying the student was too sick to come to the exam on the scheduled day (**must include/ cover the exam date missed**), or
(2) an immediate family member has just died or is in a serious medical condition in the hospital and the student's presence at the hospital or funeral is needed by the family (**written proof with class dates will be required**).

Do **not** leave your MGT 475 book or notes unattended at anytime.

There will be no makeup for the Exam 1(part 2) or Exam 2 (part 2) review (each is given only once during the semester). Attendance and successful are required for credit to be given for the exercise.

ACADEMIC INTEGRITY POLICY ("AI"):

Academic Integrity applies to ALL aspects of MGT 475. Each extra credit/ exam/essay/ paper MUST have the following statement:

Printed Name: _____ 475 Alphabetical # _____
"I have abided by the UNCG Academic Integrity Policy."
Signature: _____ OR

A student can just put "AI" (for Academic Integrity) by their name

ALL Academic Integrity Violations WILL be prosecuted!!! See UNCG Academic Integrity Code and Procedures at: <https://osrr.uncg.edu/academic-integrity/>

Please be aware that the following also constitute Integrity Violations in MGT 475 and will result in a total grade of 0 on the exam/classwork/ attendance/ or extra credit:

You may not be in possession of any unauthorized exam related material. All exam materials MUST be returned prior to leaving the class (including scrap paper).

No leaving class during an exam.

NO computers, cell phones, Ipad, Apple watch, text messaging, recording, telephonic or electronic devices of ANY kind may be on, out, or used during an exam or an exam review.

No taping/ recording of any class lecture without the written Office of Accessibility, Resources, and Services (formally known as the Office of Disability Services) reasonable accommodation form (during regular class only).

Posting/ selling/ or using stolen (or unauthorized) MGT 475 materials (including exams) is an academic integrity violation/ will be prosecuted and will result in a TOTAL grade of 0 on the exam.

Walking into class to sign the attendance sheet and failing to attend the entire class is a falsification of your attendance and an academic integrity violation

Falsifying extra credit is an academic integrity violation.

No notes of any kind may be used or out during any exam.

No talking to other students during an exam.

No leaving the classroom during an exam, once started, until the exam is complete and all is turned in as required.

No discussing the exam to others until all students have taken their exam.

No being in possession of an Unauthorized MGT 475 exam

Trying to obtain exam materials prior to or during your class in an unauthorized manner is prohibited.

You may not sign in on the attendance sheet for another student, or falsify any documentation to get an absence excused.

You may not come to a part 2 review of an exam that the student has not yet taken.

You must do all the work yourself (without any aid or assistance of others) for any assignments, extra credit, honors work (except for group presentation).

An Academic Integrity violation during an exam will result in a total grade of 0 on the exam, and failure to turn in ALL required exam materials will result in a grade of 0 for the exam and both will result in prosecution for an Academic Integrity violation.

Taking MGT 475 as an Honors Class:

If you are interested in taking MGT 475 as an “Honors” designated class please review: www.uncg.edu/hss to see if you qualify for Honors and register. Then go to <http://eloisehassell.wp.uncg.edu/> and click “law links” and review Disciplinary Honors information. Please set up an appointment with Prof. Hassell within the first week of class by emailing her at: mmhassel@uncg.edu to discuss doing a contract honors in MGT 475. Please note: if you are majoring in a subject other than one within the Dept. of Management you will need to get your Dept. Chair’s written approval for MGT 475 to count as a contract honors course in your major.

Laptop / Cellphone/ Electronics Policy:

Laptops, Ipad, Apple watch, cellphones, and recording device may NOT be out, used, or on during class. The ONLY exception is if the student is registered with UNCG Office of Accessibility, Resources, and Services (formally known as the Office of Disability Services) and provides the required documentation that typed notes is a necessary reasonable accommodation for the student.

For each violation of this policy the student will receive a negative which will require the student to contribute to class discussion an ADDITIONAL ten times/ per violation.

If, for example, there is a family emergency situation please talk to the teacher prior to the start of class, and an announcement can be made that for that one class your cellphone is allowed on (on vibrate only).

Briefing Cases: (Please note the cases are NOT pre-briefed as they were in MGT 330)

When reading cases in the text you will see the cases you are required to brief in preparation for class. The cases are listed at the top of each chapter's power points. You may find it helpful to brief (outline) them on a separate sheet of paper or in the margins of your book. They will not be picked up in class. The following format seems to work well. Being prepared to brief and discuss the cases in class counts for part of your class participation grade. **ALL STUDENTS MUST BRIEF ASSIGNED CASES EVEN IF YOUR GROUP IS NOT PRESENTING.**

- (1) Facts: A brief statement of the facts of the case.
- (2) Issue: State the issue of law to be resolved.
(Remember that the reason the case is in the text is to illustrate some point of law in the chapter.)
- (3) Holding of the Court (How did the Court rule?)
- (4) Reasoning (Why did the court rule this way?)

EVALUATION AND GRADING:

Each exam will consist of a combination of multiple choice questions and essay questions. To assist you in your exam preparation, I have placed an exam review study list (for each exam). You will find the exam review on canvas near the bottom of your modules link (under the chapter powerpoints).

Grading:

(Grading scale for 150 possible point exam 1, 2 and final: A= 135-150, B= 120-134, C= 105-119, D= 90-104, F= 89 and under)

Exam I	(Chs. 1-6)	150 points
Exam II	(Chs. 7-12)	150 points
Final Exam	(Chs. 13-19)	150 points
Participation		30 points (5 or less absences & 10 times class participation (which includes group briefing)
Group Presentation Grade		20 points (10 possible points from teacher) (10 possible points from fellow group members)

Total: Possible 500 points for semester

End of Semester

450-500	A	451=A
400-449	B	450=A-
350-399	C	449=B+
300-349	D	448=B

Plus/Minus Example:

Group Work and Group Presentation Grading:

Students will be allowed to choose their own groups. Each student in the group must consent to being in the group prior to their name being submitted. Failure to turn in to Prof. Hassell 4 group members' names by the start of class on Wednesday, 1/23/19 will result in Prof. Hassell choosing students to be in groups. **Mandatory attendance and active participation is required by each group member. Failure to show up for any part of your group's presentation and group case briefing will result in a grade of 0 (out of 20 pts.).** Group members will have **three** responsibilities.

- 1- **They will be responsible for briefing prior to class all the assigned cases listed as homework in an assigned chapter.** (Please note all students MUST ALWAYS brief all the cases listed as homework). Students briefing with their groups will sit in their regular seats to brief, and no additional special presentations will be made or required. **EACH member of the assigned group is required to actively participate in the briefing on their specified group briefing day.**

- 2- **Each group will present a 50 minute presentation on a pre-assigned topic of employment law for the class AND provide for entire class a hard copy handout summarizing their presentation.** (total maximum points/student 20 points= 10 points (assigned by fellow group members) + 10 pts (possible by the teacher.). Points will be graded (by the teacher) as follows:
 - 2 pts. Neatness/professional dress/behavior
 - 2 pts. Quality of coverage
 - 2 pts. Presentation of topic (including ppts., skits, videotapes, DVDs and/or the internet)
 - 2 pts. Handout – Max. (2 page) A **hard copy** document should be given to each class member & teacher outlining overview of topic (given out at the start of the presentation)
 - 2 pts. Vocal variety/energy/responsiveness to questions attitude/support of fellow group mates.

- 3- **Group Feedback Rating** *Group Members Feedback to Teacher counts 10 points (out of a total 20 for group presentation): Each member **MUST SUBMIT HARD COPY** to the teacher (at the start of class on the day of their group presentation) suggested points to be assigned for each member of the group (**see below for form**). **It must be turned in hard copy only on time.** It will not be accepted late. If student fails to bring in the completed form when required, then feedback from the other fellow group members will be used, and the student failing to turn in their form will be choosing not to provide feedback.

***Group Feedback Rating Form:**

*List the name of each individual in your group (or subgroup)

*Beside each name assign a # grade ranging from:

(1 (failing)- 10 (outstanding participation/ leadership)

*Beside each name (and grade) explain your reasons for assigning that grade

Group Presentation Topics: ***before you sign up for a group make sure you will be in town the day your group briefs and the day your group presents***

Group 1 presents The NC Dept. of Commerce Workforce Solutions-help finding jobs in NC

<http://www.nccommerce.com/workforce/about-us> and

E- Verify Act <https://www.e-verify.gov/>

Group 2 presents NC Law Help <https://www.lawhelpnc.org/>

and **NLRB** <https://www.nlr.gov/>

Group 3 presents the Affordable Health Care Act

<http://www.hhs.gov/healthcare/about-the-law/index.html> and **Cobra**

<https://www.dol.gov/agencies/ebsa/laws-and-regulations/laws/cobra> and **Medicare**

<https://www.medicare.gov/>

Group 4 presents a guide to OSHA Compliance in N.C

<https://www.labor.nc.gov/safety-and-health/occupational-safety-and-health>

and **NC Industrial Commission** <http://www.ic.nc.gov/>

Group 5 presents Youth Employment in NC

<https://www.labor.nc.gov/workplace-rights/youth-employment-rules/youth-employment-certificate> and **Employment with the State of NC**

<https://oshr.nc.gov/work-for-nc> and **Working For America**

<https://www.usajobs.gov/>

Group 6 presents Job Accommodation Network <https://askjan.org/>

and **NC Vocational Rehabilitation** <http://www.ncdhhs.gov/divisions/dvrs>

Group 7 presents the Equal Opportunity Commission <http://www.eeoc.gov/> and

Dept. of Labor matching skills to jobs <http://www.onetonline.org>

*****Please know for HR Concentration students a grade of C or better is required in MGT 475. (If a lower grade is made, the course will count as an elective and not as a concentration course, and it may prevent a student from graduating on time). *****

Extra Credit:

ALL EXTRA CREDIT MUST include required Academic Integrity code language or (“AI”):

Printed Name: _____ Alphabetical # _____ MGT 475

(please note your alphabetical # appears beside your name in the attendance sheet) and

“I have abided by the UNCG Academic Integrity Policy.”

Signature: _____ OR “AI”

A maximum of ten points extra credit may be earned during the semester. The **deadline for extra credit projects is Monday, April 8, 2019 (by start of class).** (Over 10 is marked with * which can move a student up 1pt. if in +/- situation at the end of the semester). Extra credit begins on the first day of the semester Jan. 14, 2019). ****NO PHONES/ LAPTOP/ TABLET COMPUTERS/ CAMERAS/ RECORDING or PHOTOGRAPHIC DEVICE ALLOWED IN COURTHOUSE- NEW LOCAL RULE***

1-Scavenger Hunt of the New Guilford County Courthouse - (3 points): on last page of syllabus) WHICH ALSO REQUIRES TWO OR MORE HOURS OF COURTROOM OBSERVATION- NOTE : **NO ELECTRONICS ALLOWED**

- Find and check off each item on the courthouse tour list
- Sign the Academic Integrity Code
- Fill in which courtroom(s) in which you observed (may not use TV court)
- **Turn in completed form on or before Monday, 2/4/2019 (by start of class) -(May be done only once during the semester)**

2-Courtroom Observation - (3 points): **Note: NO ELECTRONICS ALLOWED**

- Choose any courtroom (State or Federal)- (but **NOT** via TV/ computer) (City council, County Commissioner's meeting or School Board meeting)/ May do out of County- For ex./ if you live in Alamance County you can go and observe court in Alamance County (instead of in Guilford County)
- Observe three or more hours AND
- Type what you learned into a 1 1/2 page double-spaced paper
- (May be done more than once during the semester)

3- (1 point) Extra Credit Opportunities: mentioned in class or dealing with an internet or hard copy article covering a subject being discussed that day in class- May not be emailed

- Type a 1 paragraph summary AND copy and paste BOTH the website address AND a picture from the website (or staple) article on same sheet of paper
- Turn in to Prof. Hassell immediately following class
- (May be done up to three times during the semester)

A fourth one point extra credit can ONLY be done when a student has 10 points extra credit total points and only needs one more point for a *

When a student has OVER 10 points extra credit it is recorded as being with a star * (if successfully completed by 4/8/19 deadline). If a student with a star is only one point from a higher grade at the end of the semester, the student with a star will be moved up the one point. Please note that one point can make a difference particularly in the +/- grade distribution listed above.

MGT 475

The subject areas covered in this course are extremely difficult. The amount of material to be covered in this course, and the depth of the coverage, probably is not exceeded in any course you have taken, or will take. THEREFORE, if you wish to do well, you will be required to read, concentrate, review, re-read, analyze, and re-analyze. In order to cover all the material, and cover it well, there is a heavy burden on the student to be well prepared and to raise questions about what you do not understand.

***Do Not take MGT 475 until you have the required time to be successful in the class. Each day's class preparation should take a minimum of 3 hours.**

TOPICAL OUTLINE/ CALENDAR:

- 1/14 Syllabus handed out and class discussed- **Mandatory Attendance**
- 1/16 Ch. 1 – Overview of Employment Law
- 1/18 Ch. 2 – The Employment Relationship no 11-noon office hours
- 1/21 Happy MLK Day! No Class©!
- 1/23 Ch. 2 – (Cont.) deadline for choosing groups by start of class, typed list with permission of all participants with preferred group #s (see group presentation dates and topics (below) 11.00-11.25 office hours due to faculty meeting
- 1/25 Ch. 3 – Overview of Employment Discrimination – group #s and names of those in each group are announced in class

- 1/28 Ch. 3 – (Cont.d)
- 1/30 Ch. 4 – Recruitment
- 2/1 Ch. 5 – Background Checks, References, and Verifying Employment Eligibility
- 2/4 Ch. 5 – (Cont.d) & Ch. 6 Employment Tests and Review *Scavenger Hunt due by start of class*
- 2/6 Ch. 6 – (Cont.d) – no 11-noon office hours- Guest Lecturer
- 2/8 **Exam 1** (covering Chs. 1-6) –no 11-noon office hours
- 2/11 **Exam 1 (Part 2)** - (Attendance Required- NO MAKE UP for Exam 1 Part 2 Review)) no 11.00- noon office hours
- 2/13 Ch. 7 – Hiring and Promotion Decisions
- 2/15 Ch. 8 – Affirmative Action (**group 1 briefs cases**) – no 11-noon office hours
- 2/18 Ch. 9 Harassment – (**group 2 briefs cases**) – no office hours – no 11-noon office hours
- 2/20 Ch. 10 - Reasonably Accommodating Disability & Religion (**group 3 briefs cases**) – 11-11:25 office hours (due to faculty meeting)
- 2/22 **Group 7 presents the Equal Opportunity Commission** <http://www.eeoc.gov/> and **Dept. of Labor matching skills to jobs** <http://www.onetonline.org>
- 2/25 **Group 6 presents Job Accommodation Network** <https://askjan.org/> and **NC Vocational Rehabilitation** <http://www.ncdhhs.gov/divisions/dvrs>
- 2/27 Ch. 11 – Work-Life Conflicts and Other Diversity Issues - (**Group 4 briefs cases**)
- 3/1 Ch. 12 –Wages, Hours, and Pay Equity- (**Group 5 briefs cases**)
- 3/4- 3/8 Happy Spring Break! No Class☺!
- 3/11 **Group 5 presents Youth Employment in NC**
<https://www.labor.nc.gov/workplace-rights/youth-employment-rules/youth-employment-certificate> and **Employment with the State of NC**
<https://oshr.nc.gov/work-for-nc>
and **Working For America** <https://www.usajobs.gov/>
- 3/13 **Exam 2** (covering Chs. 7-12) -no 11-noon office hours
- 3/15 **Exam 2 (Part 2)** - (Attendance Required- No Make up for Review) – no 11-noon office hours
- 3/18 Ch. 13 – Benefits (**Group 6 briefs**)
- 3/20 Ch. 13 – (Cont.d) (**Group 6 briefs**) – 11-11:25 office hours due to faculty meeting
- 3/22 Ch. 14- Unions & Collective Bargaining
- 3/25 Ch. 14 – (Cont.d)
- 3/27 Ch. 15 – Occupational Safety & Health (group 7 briefs)
- 3/29 Ch. 15 – (Cont.d) (**Group 7 briefs**) – no 11-noon office hours
- 4/1 **Group 4 presents a guide to OSHA Compliance in N.C**
<https://www.labor.nc.gov/safety-and-health/occupational-safety-and-health>
and **NC Industrial Commission** <http://www.ic.nc.gov/> – no office hours
- 4/3 Ch. 16 – Performance Appraisals, Training, and Development – no office hours
- 4/5 Ch. 17 – Privacy on the Job: Information, Monitoring, and Investigations
- 4/8 Ch. 17- (Cont.d) *** **Deadline for Extra Credit by the start of class*****
- 4/10 Ch. 18 – Terminating Individual Employees
- 4/12 Ch. 18- (Cont.d)
- 4/15 **Group 3 presents the Affordable Health Care Act**
<http://www.hhs.gov/healthcare/about-the-law/index.html> and **Cobra**
<https://www.dol.gov/agencies/ebsa/laws-and-regulations/laws/cobra> and **Medicare**
<https://www.medicare.gov/>
- 4/17 **Group 2 NC Law Help** <https://www.lawhelpnc.org/>
and **NLRB** <https://www.nlr.gov/> - 11-11:25 office hours due to faculty meeting
- 4/19 Happy Spring Holiday! No Class☺!
- 4/22 **Group 1 presents The NC Dept. of Commerce Workforce Solutions- help finding jobs in NC**

<http://www.nccommerce.com/workforce/about-us> and
E-Verify Act <https://www.e-verify.gov/>

4/24 Ch. 19 – Downsizing and Post termination Issues- no office hours
4/26 Ch. 19 – (Contd.)
4/29 Ch. 19- (Contd.) and Exam Review
5/1 TBA

FINAL EXAMINATION: Monday, MAY 6, 2019 at NOON in Bryan 128 (covering Ch.13-19)

PRINT NAME: _____ **Alphabetical #:** _____ **MGT 475**

"NEW" GUILFORD COUNTY COURTHOUSE SCAVENGER HUNT-MUST FIND EACH LOCATION BELOW AND PUT A

CHECK BESIDE EACH LOCATION AND OBSERVE 2+ HOURS OF LIVE COURT (observation must be done this semester/ observation made prior to the start of the semester will not be counted)- COMPLETE All (including 2+ hours of live court) and TURN IN (by 2/4/19 by start of class (your section) deadline)-

Guilford Courthouse open on M-F (only) not open on State Holidays- Court begins most mornings at 9am on Plaza and second floor levels/ lunch recess is from 12:30-2pm/ Court recesses for the day upon completion of business but by 5pm/ Directions:

<http://www.nccourts.org/Courts/CRS/NCMap/CourthouseDetail.asp?id=47>

ENTER ON PLAZA LEVEL/ PROFESSIONAL DRESS REQUIRED/ YOU WILL BE SUBJECT TO SEARCH UPON ENTRY FOR SECURITY PURPOSES/ **DO NOT BRING CELLPHONES, COMPUTER, OR ELECTRONICS (Electronics are NOT allowed as per local rules)**

FLOOR LG

Machine Snack Bar and Change Machine

FLOOR UG

CLERK OF SUPERIOR COURT:

- A. Civil - District
 - Superior
 - Estates Division
 - Special Proceedings
- B. Criminal - District
 - Superior
- C. Special Proceedings/ Juvenile
- D. Foreclosure Notice Posting Board

PLAZA LEVEL

COURTROOMS:

- 1A – MAGISTRATE and ADMINISTRATIVE TRAFFIC COURT
(Criminal/ minor traffic)
- 1B- INITIAL APPEARANCE COURT
(Please note 1A and 1B share a common feeder entry and waiting area)
- 1C- DISTRICT CRIMINAL COURT
- 1D- TRAFFIC COURT

PUBLIC DEFENDER'S OFFICE

SECOND FLOOR

COURTROOMS:

- 2A - DISTRICT CHILD SUPPORT COURT (Divorces Mon 2 pm
Mental Health and Drug Treatment Cts on Thur afternoons)
- 2B - DISTRICT CIVIL (NON-JURY)/ Emergency Hearings/ Domestic
Violence/ Commercial Collections Cases
- 2C - DISTRICT (FIRST APPEARANCE)- 2pm M-F afternoons &
Criminal District on Tue. And Thur. AM
- 2D – JUVENILE COURT- CLOSED unless by permission of Judge
- 2E - CIVIL DISTRICT

CIVIL MAGISTRATES' OFFICES

THIRD FLOOR

COURTROOMS:

- 3A - CIVIL DISTRICT
- 3B - CIVIL AND CRIMINAL SUPERIOR/ INDUSTRIAL
COMMISSION
- 3C - CRIMINAL SUPERIOR
- 3D - CIVIL SUPERIOR
- 3G - CIVIL SUPERIOR
- 3H - CIVIL SUPERIOR

JURY ASSEMBLY ROOM

PRETRIAL SERVICES

FOURTH FLOOR

- DISTRICT ATTORNEY'S OFFICE

- SUPERIOR COURTROOM 4C

I observed two or more hours in courtroom(s) _____.

I have abided by the UNCG Honor Code. _____

PRINT NAME