



**MGMT 1110** Employment Rules &  
Regulations  
**COURSE SYLLABUS**  
Online  
Fall Semester 2016

Semester: 2016 Fall  
Course Title: Employment Rules & Regulations  
Course Number: MGMT 1110  
Credit Hours/ Minutes: 3 / 2250

Class Location: GVTC/Blackboard  
Class Meets: Via Internet / 15 weeks  
CRN: 20063

Instructor: Vicki Spivey  
Office Hours: 10:00—11:30 and 2:00—4:00 Monday-Thursday  
Office Location: Office 831  
Email Address: [vspivey@southeasterntech.edu](mailto:vspivey@southeasterntech.edu) (preferred communication from students)  
Phone: 912-538-3175  
Fax Number: 912-538-3106

**REQUIRED TEXT:** Employment and Labor Law, Cihon & Castagnera, 9 edition, 2017, Cengage

**REQUIRED SUPPLIES & SOFTWARE:** Black, blue or red ink pens, no. 2 lead pencils, erasers, thumb drive, jump drive, USB, etc., and 3-subject notebook, Browser should be IE 7 or higher or Mozilla Firefox 2.0 or higher.

Note: Although students can use their smart phones and tablets to access their online course(s), exams, discussions, assignments, and other graded activities should be performed on a personal computer. Neither BLACKBOARD nor GVTC provide technical support for issues relating to the use of a smart phone or tablet so students are advised to not rely on these devices to take an online course.

**COURSE DESCRIPTION:** Develops a working knowledge of the laws of employment necessary for managers. Topics include: Employment Law, the Courts, and Alternative Dispute Resolution (ADR), Discrimination Law, Selecting Applicants Under the Law, OSHA and Safety, Affirmative Action, At-Will Doctrine, Right to Privacy, Fair Labor Standards Act (FLSA), Family Medical Leave Act (FMLA), Worker's Compensation, Unemployment Compensation, and National Labor Relations Act.

**MAJOR COURSE COMPETENCIES:** Topics include: Employment Law, the Courts, and Alternative Dispute Resolution (ADR), Discrimination Law, Selecting Applicants Under the Law, OSHA and Safety, Affirmative Action, At-Will Doctrine, Right to Privacy, Fair Labor Standards Act (FLSA), Family Medical Leave Act (FMLA), Worker's Compensation, Unemployment Compensation, and National Labor Relations Act.

**PREREQUISITE(S):** Provisional Admission

**COURSE OUTLINE:**

1. Employment Law, the Courts and Alternative Dispute Resolution (ADR)
2. Discrimination Law
3. Selecting Applicants Under the Law
4. OSHA and Safety
5. Affirmative Action
6. At-Will Doctrine and Right to Privacy
7. Fair Labor Standards Act (FLSA) and Family Medical Leave Act (FMLA), Worker Adjustment and Retraining Act (WARN), Older Worker Benefit Protection Act (OWBPA), Consolidated Omnibus Budget Reconciliation Act (Cobra), and Employee

Retirement Income Security Act (ERISA)

8. Workers Compensation and Unemployment Compensation
9. National Labor Relations Act

**GENERAL EDUCATION CORE COMPETENCIES:** STC has identified the following general education core competencies that graduates will attain:

- A. The ability to utilize standard written English.
- B. The ability to solve practical mathematical problems.
- C. The ability to read, analyze, and interpret information.

**STUDENT REQUIREMENTS (Online):** Students are expected to complete all work required by the instructor, and to attend the required proctored campus exam. The student is expected to complete all work each week. Exams and assignments must be completed on the specified date. There are no makeup exams and students who miss an exam will be assigned a grade of zero. Assignments may be turned in early and exams are posted for 7 days. Please do not wait until the last moment to submit in case you have Internet problems with your computer. Homework Assignments **will not be graded after the due date on Mondays at 11:59 pm resulting in a zero (0)**. Class participation is required for successful completion of the course. All online students must pledge that they have read and understand the *STC Catalog* within the first three days of class. **Online students are responsible for checking e-mails and Blackboard announcements DAILY Monday-Thursday.** Books are required on the **first day** of the semester.

**ONLINE ATTENDANCE:** It is the student's responsibility to be academically engaged each week doing course related activities. The completion dates of these activities will be used to determine a student's last date of attendance in the event a student withdraws, stops attending, or receives an F in a course. Students will not be withdrawn by an instructor for attendance; however, all instructors will keep records of graded assignments and student participation in course activities. Students will be expected to complete all work required by the instructor as described in the individual course syllabus.

Students will have at least one week to complete tests and assignments. All tests and homework assignments are due before 11:59 pm on Monday of each week. Exceptions to the due dates of assignments due to jury duty, military duty, court duty, or required job training will be made at the discretion of the instructor.

**SPECIAL NEEDS:** Students with disabilities who believe that they may need accommodations in this class based on the impact of a disability are encouraged to contact Helen Thomas, Room 108 Vidalia Campus, 912-538-3126, to coordinate reasonable accommodations.

**SPECIFIC ABSENCES:** Provisions for Instructional Time missed because of documented absences due to jury duty, military duty, court duty, or required job training will be made at the discretion of the instructor.

**PREGNANCY:** Southeastern Technical College does not discriminate on the basis of pregnancy. However, we can offer accommodations to students who are pregnant that need special consideration to successfully complete the course. If you think you will need accommodations due to pregnancy, please advise me and make appropriate arrangements with the Special Needs Office. Vidalia Campus: Helen Thomas, Room 108, (912) 538-3126.

**WITHDRAWAL PROCEDURE:** Students wishing to officially withdraw from a course(s) or all courses after the drop/add period and prior to the 65% portion of the semester (date will be posted on the school calendar) must speak with a Career Counselor in Student Affairs and complete a Student Withdrawal Form. A grade of "W" is assigned when the student completes the withdrawal form from the course.

Students who are dropped from courses due to attendance (see your course syllabus for attendance policy) after drop/add until the 65% point of the semester will receive a "W" for the course. Abandoning a course(s) instead of following official withdrawal procedures may result in a grade of 'F' being assigned.

After the 65% portion of the semester, the student will receive a grade for the course. (Please note: A zero will be given for all missed assignments.)

There is no refund for partial reduction of hours. Withdrawals may affect students' eligibility for financial aid for the current semester and in the future, so a student must also speak with a representative of the Financial Aid Office to determine any financial penalties that may be assessed due to the withdrawal. All grades, including grades of 'W', will count in attempted hour calculations for the purpose of Financial Aid.

**Remember** - Informing your instructor that you will not return to his/her course does not satisfy the approved withdrawal procedure outlined above.

**PROCTORED EVENT REQUIREMENT(S) (Online):** In order to validate student identity for all online courses, students enrolled in online courses are required to complete one proctored event per online course. The proctored event may be a major exam, assignment, or presentation, etc. that will count a **minimum of 20% of the course grade**. Online students will be required to take the Proctored Event on the instructor's home campus; the event will be monitored by the instructor or another STC employee. Students must attend one of the scheduled proctored sessions and will need to make arrangements with work, childcare, etc. The specific dates of the proctored event are scheduled on the Lesson Plan/Calendar for the online course. Students living further than 75 miles from campus who cannot come to Southeastern Tech for the event must secure an approved proctoring site. The site and the proctor must meet Southeastern Technical College's requirements (instructor will provide more information and necessary forms if this is the case). Note: Students taking proctored events off campus will utilize the Proctor Scheduling and Approval Form in Blackboard within the Getting Started/Start Here and Proctoring Event area. The completed form should be submitted to the course instructor a minimum of two weeks prior to the proctored event. If approved, the instructor will notify the proctor.

Students arranging off-campus proctoring must take the event on the same day(s) it is originally scheduled. Students who do not complete the proctored event as scheduled must submit a valid documented excuse within three business days after the scheduled event. If the excuse is approved, students must make arrangements with the instructor to makeup/reschedule the missed event. The penalty and makeup instructions will be at the instructor's discretion. **Students who do not complete the proctored event will receive an F in the course.**

As published on STC's website, any expenses incurred to obtain a proctor will be the responsibility of the student; however, students are not charged a proctoring fee when taking the proctored exam on the campus of Southeastern Tech. Most of Georgia's technical colleges do not charge to proctor exams for students enrolled in other TCSG colleges. Students who are enrolled at Southeastern Technical College and live out of the state of Georgia or out of the country could incur a proctoring charge. However, in that instance, the instructor would assist the student in locating the least expensive proctor.

**The required proctored exam for this class is November 9, Wednesday, at 8:30 am on the Vidalia Campus in the Medical Technology Building (Gillis Building) in Lab 833 or November 10, Thursday, at 2:30 pm in Building TBD on the Swainsboro Campus. Please come by my office (831) to sign in on the Vidalia campus and to the lab in Swainsboro to sign in. Chapters 9-10 will be covered on the computerized proctored exam. You must attend on one of the two days listed or you will receive an F in the course. There are no makeup proctored exams for any reason.**

**EXIT EXAM:** All students are required to take the Exit Exam during their last semester.

**MAKEUP GUIDELINES:** **No make-up exams are allowed and there are no exceptions.** If Internet or browser failure occurs, contact the instructor immediately by email. A decision will be made at that time if

the exam will be reset. Only one test will be reset per semester if the instructor is notified in time according to the instructions. Homework Assignments and Discussion Boards **will not be graded after the due date (Monday at 11:59 pm) for any reason resulting in a zero (0).**

**ACADEMIC DISHONESTY POLICY:** The STC Academic Dishonesty Policy states All forms of academic dishonesty, including but not limited to cheating on tests, plagiarism, collusion, and falsification of information, will call for discipline. The policy can also be found in the STC Catalog and Student Handbook.

**Procedure for Academic Misconduct**

The procedure for dealing with academic misconduct and dishonesty is as follows:

**--First Offense--**

Student will be assigned a grade of "0" for the test or assignment. Instructor keeps a record in course/program files and notes as first offense. The instructor will notify the student's program advisor, academic dean, and the Registrar at the student's home campus. The Registrar will input the incident into Banner for tracking purposes.

**--Second Offense--**

Student is given a grade of "WF" for the course in which offense occurs. The instructor will notify the student's program advisor, academic dean, and the Registrar at the student's home campus indicating a "WF" has been issued as a result of second offense. The Registrar will input the incident into Banner for tracking purposes.

**--Third Offense--**

Student is given a grade of "WF" for the course in which the offense occurs. The instructor will notify the student's program advisor, academic dean, and the Registrar at the student's home campus indicating a "WF" has been issued as a result of second offense. The Vice President for Student Affairs, or designee, will notify the student of suspension from college for a specified period of time. The Registrar will input the incident into Banner for tracking purposes.

**STATEMENT OF NON-DISCRIMINATION:** Southeastern Technical College does not discriminate on the basis of race, color, creed, national or ethnic origin, gender, religion, disability, age, disabled veteran, veteran of Vietnam Era or citizenship status, (except in those special circumstances permitted or mandated by law). This school is in compliance with Title VI of the Civil Rights Act of 1964, which prohibits discrimination on the basis of race, color, or national origin; with the provisions of Title IX of the Educational Amendments of 1972, which prohibits discrimination on the basis of gender; with the provisions of Section 504 of the Rehabilitation Act of 1973, which prohibits discrimination on the basis of handicap; and with the American with Disabilities Act (ADA).

**GRIEVANCE PROCEDURES:** Grievance procedures can be found in the Catalog and Handbook located on STC's website.

**ACCESS TO TECHNOLOGY:** Students can now access Blackboard, Remote Lab Access, Student Email, Library Databases (Galileo), and BannerWeb via the mySTC portal or by clicking the Current Students link on the STC website at [www.southeasterntech.edu](http://www.southeasterntech.edu).

**GRADING POLICY**

Homework Assignments 45%  
Discussion Board 10%  
Tests 25%  
Proctored Exam 20%

**GRADING SCALE**

A: 90-100  
B: 80-89  
C: 70-79  
D: 60-69  
F: 0-59

**TCSG GUARANTEE/WARRANTY**

**STATEMENT:** *The Technical College System of Georgia guarantees employers that graduates of State Technical Colleges shall possess skills and knowledge as prescribed by State Curriculum Standards. Should any graduate employee within two years of graduation be deemed lacking in said skills, that student shall be retrained in any State*

*Technical College at no charge for instructional costs to either the student or the employer.*

**COURSE DISCLAIMER:** It is important to remember that the subject matter taught in this class is for ACADEMIC purposes only. The legal and judicial issues discussed are **NOT** intended to give the student the ability to substitute their judgment for a competent and professional legal review. Remember that judicial decisions are based on a case by case review of the specific facts pertaining to the case and not on the general information presented in this class. If an employee/employer is faced with a legal issue they should consult with professional council.

## **DISCUSSION BOARD GRADING RUBRIC**

<b><u>No. of Posts</u></b>	<b><u>No. of Replies</u></b>	<b><u>Initial Grade</u></b>	<b><u>Errors</u></b>	<b><u>Point Reduction</u></b>
1 or more	1 or more	<b>100</b>	Spelling	-5 each
1 or more	0	<b>50</b>	Grammatical	-5 each
0	1	<b>0</b>	Length (4-5 min over 7 words each)	-20 per sentence
0	0	<b>0</b>	Thoughtful Content	-20 per sentence

## **LESSON PLAN MANAGEMENT 1110**

<b>DATES</b>	<b>CHAPTER/UNIT</b>	<b>OBJECTIVES</b>	<b>ASSIGNMENTS</b>	<b>COMP</b>
<b>Aug 15</b>	<b>Chapter 1</b>		<b>Type Student Pledge</b> <b>Type Student Introduction</b> <b>Work on Chapter 1 Homework</b> <b>Work on Ch 1 Discussion Board</b>	<b>1A, C, 2</b>
<b>16</b>				
<b>17</b>				

18				
22	Chapter 2		<p>Chapter 1 Homework &amp; Discussion Board Due</p> <p>Work on Chapter 2 Homework</p> <p>Work on Ch 2 Discussion Board</p>	A, C, 2, 3
23				
24				
25				
29	Chapter 3		<p>Ch 1-2 Test posted from 08/29--9/05</p> <p>Chapter 2 Homework &amp; Discussion Board Due</p> <p>Work on Chapter 3 Homework</p> <p>Work on Ch 3 Discussion Board</p>	A, C, 1
30				
31				
Sep 1				
5	Chapter 4		<p>Chapter 3 Homework &amp; Discussion Due</p> <p>Work on Chapter 4 Homework</p> <p>Work on Ch 4 Discussion Board</p>	A, C, 1, 9
6				
7				
8				
12	Chapter 5		<p>Ch 3-4 Test posted from 09/12—09/19</p> <p>Chapter 4 Homework &amp; Discussion Board Due</p> <p>Work on Chapter 5 Homework</p> <p>Work on Ch 5 Discussion Board</p>	A, C, 6
13				
14				
15				

19	Chapter 6		Chapter 5 Homework & Discussion Board Due  Work on Chapter 6 Homework	A, C, 6
20				
21				
22				
26	Chapter 7		Chapter 6 Homework & Discussion Board Due  Ch 5-6 Test posted from 09/26—10/03  Work on Chapter 7 Homework	A, C, 5
27				
28				
29				
Oct 3	Chapter 8		Chapter 7 Homework & Discussion Board Due  Work on Chapter 8 Homework	A, C, 2
4				
5				
6				
10	Chapter 9		Ch 7-8 Test posted from 10/10—10/17  Chapter 8 Homework & Discussion Board Due  Work on Chapter 9 Homework	A, C, 2, 7
11				
12				
13				
17	Chapter 10		Chapter 9 Homework & Discussion Board Due  Work on Chapter 10 Homework	A, C, 2, 7
18				
19				
20				
24	Chapter 11		Chapter 10 Homework & Discussion Board Due	A, C, 2, 7

			<b>Work on Chapter 11 Homework</b>	
<b>25</b>				
<b>26</b>				
<b>27</b>				
<b>31</b>	<b>Chapter 20</b>		<b>Chapter 11 Homework &amp; Discussion Board Due</b>  <b>Work on Chapter 20 Homework</b>	
<b>Nov 1</b>				
<b>2</b>				
<b>3</b>				
<b>7</b>			<b>Chapter 20 Homework &amp; Discussion Board Due</b>	<b>A, C, 7, 8</b>
<b>8</b>				
<b>9</b>		<b>Proctored Exam: 8:30 am (see syllabus for details)</b>	<b>Chapters 9-10</b>	<b>A, C, 1-7</b>
<b>10</b>		<b>Proctored Exam: 2:30 pm (see syllabus for details)</b>	<b>Chapters 9-10</b>	<b>A, C, 1-7</b>
<b>14</b>	<b>Chapter 21</b>	<b>Read Only</b>		
<b>15</b>				
<b>16</b>				
<b>17</b>				
<b>21</b>				
<b>22</b>				
<b>23</b>		<b>HOLIDAY</b>		
<b>24</b>		<b>HOLIDAY</b>		
<b>28</b>	<b>Chapter 22</b>	<b>Read Only</b>		<b>A, C, 2</b>
<b>29</b>				
<b>30</b>				
<b>Dec 1</b>		<b>Semester Ends</b>		

**Instructor reserves the right to make any changes needed to the syllabus and lesson plan.**

**COURSE COMPETENCIES:**

1. Employment Law, the Courts and Alternative Dispute Resolution (ADR)
2. Discrimination Law



3. Selecting Applicants Under the Law
4. OSHA and Safety
5. Affirmative Action
6. At-Will Doctrine and Right to Privacy
7. Fair Labor Standards Act (FLSA) and Family Medical Leave Act (FMLA), Worker Adjustment and Retraining Act (WARN), Older Worker Benefit Protection Act (OWBPA), Consolidated Omnibus Budget Reconciliation Act (Cobra), and Employee Retirement Income Security Act (ERISA)
8. Workers Compensation and Unemployment Compensation
9. National Labor Relations Act

**GENERAL EDUCATION CORE COMPETENCIES:**

- A. The ability to utilize standard written English.
- B. The ability to solve practical mathematical problems.
- C. The ability to read, analyze, and interpret information.