

Points: 300		Assignment 3: Pay, Benefits, and Terms and Conditions of Employment		
Criteria	Unacceptable Below 70% F	Fair 70-79% C	Proficient 80-89% B	Exemplary 90-100% A
<p>1. Create a Wage and Hour standard for the job opportunity that you had selected in Assignment 2, and support your standard by using the FLSA and Equal Pay Act to prevent any potential discriminatory impact.</p> <p>Weight: 10%</p>	<p>Did not submit or incompletely created a Wage and Hour standard for the job opportunity that you had selected in Assignment 2, and did not submit or incompletely supported your standard by using the FLSA and Equal Pay Act to prevent any potential discriminatory impact.</p>	<p>Partially created a Wage and Hour standard for the job opportunity that you had selected in Assignment 2, and partially supported your standard by using the FLSA and Equal Pay Act to prevent any potential discriminatory impact.</p>	<p>Satisfactorily created a Wage and Hour standard for the job opportunity that you had selected in Assignment 2, and satisfactorily supported your standard by using the FLSA and Equal Pay Act to prevent any potential discriminatory impact.</p>	<p>Thoroughly created a Wage and Hour standard for the job opportunity that you had selected in Assignment 2, and thoroughly supported your standard by using the FLSA and Equal Pay Act to prevent any potential discriminatory impact.</p>
<p>2. Decide on three (3) benefits required for the job opportunity using ERISA. Propose two (2) methods that the employer can use in order to manage the fiduciary duties wisely and with the employeesâ€™™ best interests in mind. Provide a rationale for your response.</p> <p>Weight: 10%</p>	<p>Did not submit or incompletely decided on three (3) benefits required for the job opportunity using ERISA. Did not submit or incompletely proposed two (2) methods that the employer can use in order to manage the fiduciary duties wisely and with the employeesâ€™™ best interests in mind. Did not submit or incompletely provided a rationale for your response.</p>	<p>Partially decided on three (3) benefits required for the job opportunity using ERISA. Partially proposed two (2) methods that the employer can use in order to manage the fiduciary duties wisely and with the employeesâ€™™ best interests in mind. Partially provided a rationale for your response.</p>	<p>Satisfactorily decided on three (3) benefits required for the job opportunity using ERISA. Satisfactorily proposed two (2) methods that the employer can use in order to manage the fiduciary duties wisely and with the employeesâ€™™ best interests in mind. Satisfactorily provided a rationale for your response.</p>	<p>Thoroughly decided on three (3) benefits required for the job opportunity using ERISA. Thoroughly proposed two (2) methods that the employer can use in order to manage the fiduciary duties wisely and with the employeesâ€™™ best interests in mind. Thoroughly provided a rationale for your response.</p>
<p>3. Elaborate on two (2) rights regarding unionization that Section 7 of the NLRA guarantees. Next, examine two (2) unfair labor practices, and argue the importance of your organization refraining from using such practices during any self-organization and collective</p>	<p>Did not submit or incompletely elaborated on two (2) rights regarding unionization that Section 7 of the NLRA guarantees. Did not submit or incompletely examined two (2) unfair labor practices, and did not submit or</p>	<p>Partially elaborated on two (2) rights regarding unionization that Section 7 of the NLRA guarantees. Partially examined two (2) unfair labor practices, and partially argued the importance of your organization refraining from</p>	<p>Satisfactorily elaborated on two (2) rights regarding unionization that Section 7 of the NLRA guarantees. Satisfactorily examined two (2) unfair labor practices, and satisfactorily argued the importance of your organization</p>	<p>Thoroughly elaborated on two (2) rights regarding unionization that Section 7 of the NLRA guarantees. Thoroughly examined two (2) unfair labor practices, and thoroughly argued the importance of your organization</p>

<p>bargaining activities. Explore two (2) potential repercussions of an organization's interference with self-organization and collective bargaining practices.</p> <p>Weight: 15%</p>	<p>incompletely argued the importance of your organization refraining from using such practices during any self-organization and collective bargaining activities. Did not submit or incompletely explored two (2) potential repercussions of an organization's interference with self-organization and collective bargaining practices.</p>	<p>using such practices during any self-organization and collective bargaining activities. Partially explored two (2) potential repercussions of an organization's interference with self-organization and collective bargaining practices.</p>	<p>refraining from using such practices during any self-organization and collective bargaining activities. Satisfactorily explored two (2) potential repercussions of an organization's interference with self-organization and collective bargaining practices.</p>	<p>refraining from using such practices during any self-organization and collective bargaining activities. Thoroughly explored two (2) potential repercussions of an organization's interference with self-organization and collective bargaining practices.</p>
<p>4. Propose three (3) ways to discourage employees from considering unionization. Then, compose one (1) strategy for championing a supportive and satisfying work environment within the organization.</p> <p>Weight: 10%</p>	<p>Did not submit or incompletely proposed three (3) ways to discourage employees from considering unionization. Did not submit or incompletely composed one (1) strategy for championing a supportive and satisfying work environment within the organization.</p>	<p>Partially proposed three (3) ways to discourage employees from considering unionization. Partially composed one (1) strategy for championing a supportive and satisfying work environment within the organization.</p>	<p>Satisfactorily proposed three (3) ways to discourage employees from considering unionization. Satisfactorily composed one (1) strategy for championing a supportive and satisfying work environment within the organization.</p>	<p>Thoroughly proposed three (3) ways to discourage employees from considering unionization. Thoroughly composed one (1) strategy for championing a supportive and satisfying work environment within the organization.</p>
<p>5. Select one (1) OSHA violation case, and determine whether the resulting penalties were sufficient to deter the organization in question from repeating the same violative action. Justify your response.</p> <p>Weight: 10%</p>	<p>Did not submit or incompletely selected one (1) OSHA violation case, and did not submit or incompletely determined whether the resulting penalties were sufficient to deter the organization in question from repeating the same violative action. Did not submit or incompletely justified your response.</p>	<p>Partially selected one (1) OSHA violation case, and partially determined whether the resulting penalties were sufficient to deter the organization in question from repeating the same violative action. Partially justified your response.</p>	<p>Satisfactorily selected one (1) OSHA violation case, and satisfactorily determined whether the resulting penalties were sufficient to deter the organization in question from repeating the same violative action. Satisfactorily justified your response.</p>	<p>Thoroughly selected one (1) OSHA violation case, and thoroughly determined whether the resulting penalties were sufficient to deter the organization in question from repeating the same violative action. Thoroughly justified your response.</p>
<p>6. Outline a plan for investigating workplace injuries, and</p>	<p>Did not submit or incompletely outlined a plan for</p>	<p>Partially outlined a plan for investigating</p>	<p>Satisfactorily outlined a plan for investigating</p>	<p>Thoroughly outlined a plan for investigating</p>

formulate a policy that explains the process for filing a worker's compensation claim within the selected organization. Weight: 15%	investigating workplace injuries, and did not submit or incompletely formulated a policy that explains the process for filing a worker's compensation claim within the selected organization.	workplace injuries, and partially formulated a policy that explains the process for filing a worker's compensation claim within the selected organization.	workplace injuries, and satisfactorily formulated a policy that explains the process for filing a worker's compensation claim within the selected organization.	workplace injuries, and thoroughly formulated a policy that explains the process for filing a worker's compensation claim within the selected organization.
7. Narrate each slide, using a microphone, and indicate what you would say if you were actually presenting in front of an audience. Weight: 5%	Did not submit or incompletely narrated each slide, using a microphone, and did not submit or incompletely indicated what you would say if you were actually presenting in front of an audience. A	Partially narrated each slide, using a microphone, and partially indicated what you would say if you were actually presenting in front of an audience.	Satisfactorily narrated each slide, using a microphone, and satisfactorily indicated what you would say if you were actually presenting in front of an audience.	Thoroughly narrated each slide, using a microphone, and thoroughly indicated what you would say if you were actually presenting in front of an audience.
8. 3 references Weight: 5%	No references provided	Does not meet the required number of references; some references poor quality choices.	Meets number of required references; all references high quality choices.	Exceeds number of required references; all references high quality choices.
9. Writing Mechanics, Grammar, and Formatting Weight: 5%	Serious and persistent errors in grammar, spelling, punctuation, or formatting.	Partially free of errors in grammar, spelling, punctuation, or formatting.	Mostly free of errors in grammar, spelling, punctuation, or formatting.	Error free or almost error free grammar, spelling, punctuation, or formatting.
10. Appropriate use of APA in-text citations and reference Weight: 5%	Lack of in-text citations and / or lack of reference section.	In-text citations and references are provided, but they are only partially formatted correctly in APA style.	Most in-text citations and references are provided, and they are generally formatted correctly in APA style.	In-text citations and references are error free or almost error free and consistently formatted correctly in APA style.
11. Information Literacy / Integration of Sources Weight: 5%	Serious errors in the integration of sources, such as intentional or accidental plagiarism, or failure to use in-text citations.	Sources are partially integrated using effective techniques of quoting, paraphrasing, and summarizing. A	Sources are mostly integrated using effective techniques of quoting, paraphrasing, and summarizing.	Sources are consistently integrated using effective techniques of quoting, paraphrasing, and summarizing.

<p>12. Clarity and Coherence of Writing</p> <p>Weight: 5%</p>	<p>Information is confusing to the reader and fails to include reasons and evidence that logically support ideas.</p>	<p>Information is partially clear with minimal reasons and evidence that logically support ideas.</p>	<p>Information is mostly clear and generally supported with reasons and evidence that logically support ideas.</p> <p>+</p>	<p>Information is provided in a clear, coherent, and consistent manner with reasons and evidence that logically support ideas.</p>
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