**ROLEPLAY**

**SAMPLE TERMINATION SCENARIO (not for cause)**

**EMPLOYER:** Mr. Smith, I have the unpleasant task of informing you that we have decided to terminate your employment, effective today. This is a business decision, and our organization no longer requires your services. We will pay you through today. We will mail your final paycheck to you once we have determined that we have recovered all company-owned property from you. We will mail a separate letter concerning your benefits. You may take a few moments before leaving to pack your personal items, and since you use public transportation, we will give you a cab voucher for today. We are not required to pay you for any vacation you have accrued so far, but we will do so if you pack your personal items without disturbing others who are now working. If you are disruptive in any way, we will not pay your accrued vacation. After you've left, we will inform the staff that you no longer work for the organization, without providing any details. Do you have any questions?

**EMPLOYEE:** But why are you firing me? You have to give a reason!!

**EMPLOYER:** Georgia is an employment at-will state, which means you can quit any time and not have to give a reason, and that the company can stop employing you at any time and not give a reason. We choose not to give a reason.

**EMPLOYEE:** This whole thing is BULL#%$@!!!!

**EMPLOYER:** I know you’re upset, but our decision is final.

**EMPLOYEE:** You HAVE to give me my last paycheck NOW—it’s the law!

**EMPLOYER:** I’m sorry but you have been misinformed. Georgia law does not specify when your last check should be paid.

**EMPLOYEE:** This is a bunch of crap. You know I don’t have any company owned property. You’re the only one with a laptop.

**EMPLOYER:** Yes, but you do have access to items like client files that we have to account for.

**EMPLOYEE:** What about my $^#&%\*# vacation?

**EMPLOYER:** We talked about that. If you leave today without being disruptive to others, we’ll pay you for the 7.5 days you have accrued so far.

**EMPLOYEE:** You HAVE to pay me my vacation.

**EMPLOYER:** I’m sorry, but you’ve been misinformed about that. There is no law requiring it, and it’s not in our company policy.

**EMPLOYEE:** Well, how would I know about company policy—you never informed me of any of this!!

**EMPLOYER:** These policies are all addressed in the employee handbook.

**EMPLOYEE:** I never got one of those, so you haven’t informed me!! I’m going to sue! You better get out your checkbook!

**EMPLOYER:** You may not remember, but on your first day, you did receive a copy, and you also signed an acknowledgement that you received a copy and understand and will abide by its contents. You also got a copy of the signed acknowledgement. As I said, this isn’t a pleasant task for us, but our decision is final. I wish you the best of luck in the future.