

Newcorp scenarios of workers protection

Law



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Worker Protection The employment laws stipulate rights of workers and it is the duty of all employers to ensure that they safeguard the rights of their workers by offering good working conditions. Failure to do this can lead to a law suit because when an employee feels that they are denied their rights. If court ruling finds the claims made by an employer are true, serious implication falls on the concerned organization and compensation is required to be made to the employee. Today many occupations may involve working in precarious environments and if an employee is injured while in the process of doing their job they can indict the employer for negligence (Cheeseman, 2010). The worker compensation acts have become a useful tool for ensuring that employers provide quality working conditions for employees.

In the case of NewCorp, Paul has been exposed to work in a dangerous environment, which has made him to be claustrophobic. He explains that the condition arose because of working in the confined spaces and if this issue is taken to court and he proves this, the court will rule in his favor and compensation will have to be made. The working environment has had a case before of another worker who was injured while doing his job and this proves that the environment is not conducive. The occupational safety act requires that employers provide safe working environment for all employees. The specific duty standards set rules that guard employees from being exposed to hazardous working environment and in this case the confined spaces. NewCorp has exposed its workers to hazardous working environment, and this has resulted to one of the employees being injured and Paul becoming claustrophobic. The organization has the responsibility of ensuring that it sets down safety standards for all workers and failure to do this means that it has violated the set rules, which will require them to pay <https://assignbuster.com/newcorp-scenarios-of-workers-protection/>

compensation in the event that an employee is injured.

NewCorp has also violated the Occupational Safety Act that gives it a general duty to provide an environment, which will not cause harm to its employees. The Occupational Safety and Health Administration has the right to inspect places of work and if an employee complaints are found to be true, the concerned organization is bound to be sued with civil and criminal penalties, which will need a compensation to be made. In Paul's and the other worker's case, it is evident that the working conditions are not favorable, and this has resulted to both of them being affected. NewCorp can address the situation by changing the environment employees are subjected to so as to provide good working conditions failure to which they will have to pay penalties for violation of The Occupational Safety Act. Changing the environment to a safer working place will help the organization to manage the legal risk of penalties that violation of the law carries.

Employers have the duty of providing favorable working conditions for all their employees and this will ensure that they are safe while conducting their daily tasks. Labor laws have been created to prevent employers from exploiting employees and exposing them to deplorable conditions, which may undermine their security and health (Twomey, 2007). Failure to provide necessary conditions will result to criminal and civil penalties being imposed on the employers and they will be required to compensate the workers who are injured while working.

References

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