

Millwood affair

Sociology



The clause of the policy does state that " any employee not following the foregoing procedures will be subject to disciplinary action ranging from suspension to termination." Besides, he has endangered public safety. Furthermore, some hardliners felt that an exception to the policy would create a dangerous precedent and send employees the wrong message. On the other hand, other committee members were of the opinion that given the extensive praise that Millwood had received in the media, disciplinary action would damage the credit union's reputation within the community.

The decision that the union needs to make is if any action is to be taken against Matt. And if action is to be taken, what is the appropriate action The final solution will be one that is within the bounds of the law, will not set a dangerous precedent for other employees, and preserve the union's reputation within the community.

The first solution-take no action against Matt-will preserve the union's reputation within the community. However, it would set a dangerous precedent and send the wrong message to employees that the union condones the violation of company policies. The last solution-terminate or dismiss Matt-is in accordance with company policy. But the union's reputation is at stake. Though at stake, it is not against the law to terminate Matt. Matt might have violated his duty of diligence, which requires an employee to act " with reasonable care and skill" in the course of performing work for the employer (Bogardus, 2004). But whether he has acted " with reasonable care and skill" or not is up the court to decide, since he is a Golden Hawk linebacker. However, he has definitely violated the duty of obedience, which requires employees to act within the authority granted by the employer and to follow the employer's reasonable and legal policies, <https://assignbuster.com/millwood-affair/>

procedures, and rules (Bogardus, 2004). A more middle-of-the-road solution is to take disciplinary action against Matt by issuing him with a letter of warning.