

Kaiser aluminum and the united steelworkers

[Business](#)



No, the Kaiser Aluminum does not have a justified policy. This is not good because it will tend to limit the chances of other races who may have a more capable and willing workforce that requires employment. Their selection processes were also biased since they did not consider the qualifications of most employees as witnessed in the recruitment of two blacks who had inferior qualifications when compared to some white applicants who had been turned away (Connolly, 2009). Their policy should be revised to state that, "Kaiser Aluminum will employ people from all races on the basis of their qualifications and their numbers in the area's population".

3. Does Kaiser Policy Eventuate In Reverse Discrimination Against Weber? If So, Is It Justified?

Kaiser's policy leads to the reverse discrimination that Weber encounters during their recruitment processes. Weber is denied selection despite the fact that he has more seniority than many of the blacks who had been selected. He files a lawsuit of racial discrimination against Kaiser though the courts rule that he is not a victim. Weber fails to be selected since the company had agreed to give preferential treatment to the black population in an effort to end the previous racial injustices that existed (Connolly, 2009). The denial of an employment opportunity to Weber is not justified since he had qualified better than some of the selected recruits but has been denied due to his color which is not his choice. Kaiser should have considered the victim's seniority before dismissing him (Pojman, 2010).

4. Does The Fact That The Agreement Was Voluntary And Temporary Make The Case Morally Different?

The case does not become morally different because the agreement was voluntary and temporary. This is because according to utilitarianism, the <https://assignbuster.com/kaiser-aluminum-and-the-united-steelworkers/>

ethical standards within the company should aim at promoting interests that will have long-term effects on all the parties involved (Bentham, 2009). By denying, Weber and other qualified whites and employing less qualified blacks due to their employment policies, they did not consider the interests of all communities involved in the area's workforce (Pojman, 2010).

5. How Much Should Companies Be Willing To Do To Correct Historical Inequalities?

Companies should be very willing to correct historical inequalities that have existed in their societies. This is because their efforts could assist in ending the animosity and hatred that exists between members of their workforce thereby improving their working environment and in turn their productivities. The companies should additionally be involved in planning, funding, and implementing strategies that will help in correcting historical inequalities in their areas (Pojman, 2010).