

# Maple leaf shoes ltd

Business



Safety at the Workplace Maple Leaf Shoes Ltd Affiliation DISCUSSION

QUESTIONS Does Maple Leaf Shoes have just to dismiss Sam? Catherine?

No, the Maple Leaf Shoes have no just course to dismiss Sam. This is because, Sam becomes open and share and share the information that he is infected with HIV virus. He first shares this with Jon and the later Catherine. Being infected with HIV virus is not anything wrong and discrimination pegged on the fact that someone is HIV virus positive is unjust and against human rights of equality and lack of discrimination.

Yes, Maple Leaf Shoes have very just cause to dismiss Catherine. After Sam sharing the information on his HIV virus infection status, Catherine starts discriminating by not agreeing to work together with Sam anymore. Such discrimination is uncalled for and no matter individual's status of HIV virus infection one has to be human; enough with each other and any form of segregation is unjust and controversial of to the human rights.

What should Jon do in this case?

In this case, Jon should be candid enough and openly state the fact as they are. HIV infection is not in any point a measure of alienating individuals from us or discriminating them from being part, participating or engaging in any thing anyone else is doing.

Jon should advice the supervisor that the HIV-virus infected people should be treated with just, fairness and love. The transmission of the HIV virus infection is not in any way through working with the individual or just mere contact and therefore no isolation or evil perception towards such people in the society we live in.

Develop a policy on AIDS and describe how you would administer this new policy.

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The development of the policy on AIDS would benchmark on the fact that we live a society where we are well endowed with knowledge and tools required to slow the spread of HIV infection and result to improvement of the health of people living with HIV. There is need to take bold steps in ensuring that the policy is effective since we face an era of rising infections, coupled with enormous challenges in serving individuals with HIV, and also a higher health care costs.

Formulation of a well-coordinated national and institution level response to the HIV epidemic. The strategy is geared towards a concise plan that will identify a set of strategic actions and set of priorities linked to measurable outcomes. As an institution, the set strategies should be accompanied with particular steps that are supposed to be taken by various stakeholders within the government and other institutions in support of the high-level priorities as outlined in the policy.

The primary contribution of the policy would be:

- I. Reduction of the number of the individuals infected with the HIV virus.
- II. Increasing the access to health care and improving of health outcomes among the people living with HIV.
- III. Reduction of the HIV-related health inequalities

The success of all these is through a coordinated national response towards the epidemic. This calls for commitment from every level of the government, faith communities, businesses, educational institutions and even the living with the virus among other stakeholders that move the nation in line of improving the response to HIV-AIDS.

Administration of the new HIV policy.

The new HIV policy would develop a model agitating for a society where

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every HIV infected persons regardless of gender, age, ethnicity/race, socio-economic circumstance or sexual orientation will have unfettered access to a high standard life-extending care, free from discrimination and stigma.

#### DISCUSSION QUESTIONS

Does Maple Leaf Shoes have just cause to terminate Alex?

Yes, the dismissal of Alex is a just cause. Drug abuse was a matter that she was personally warned over just about a few days ago. She was warned over drug abuse besides a work colleague who almost created accident for working under the influence of cocaine. When she was caught again taking puffs of marijuana in the far side of the company's parking lot, there isn't no justifiable reason of doing it out of working hours as long as the company had warned over substance abuse to her specifically.

In discharge cases, the grievance procedure at Maple Leaf Shoes goes directly to the third step, a meeting between senior union and management representatives. The management side is looking to Jon for advice on how to proceed. Help Jon formulate an appropriate strategy.

The negotiation strategy for the company

The company had given warning to the accused and the grounds of any fair and just cause of action towards Alex if not dismissal is baseless and intolerable within the company code of conduct and safety working procedures. The safety of our employees are our top priority and being that when one of our workers engage in substance abuse within and without the company's premises and the influence of the same propagated to the company's operations, then we have no better disciplinary action rather than dismissal.

Reference

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Hopwood, D., & Thompson, S. (2006). *Workplace safety: A guide for small and midsized companies*. Hoboken, NJ: Wiley.