

Pippin and burlington assignment

Sociology



**ASSIGN
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Len as a senior engineer when Burlington began a reduction in force (RIF). Burlington sought to retain employees whose past performance reports and skills sets matched Burlington future needs. Burlington fired Plan, who was fifty-one years old. Fourteen out of nineteen employees fired in the RIF were over age forty. In the ranking before his firing, Pippin ranked last among thirteen senior engineers.

In previous rankings, he was in or near the bottom half of his peers. Plan sued Burlington, claiming age discrimination. Was this age discrimination? The answer is no. I really think that age discrimination wasn't associated at Burlington. Paul Pippin, who is 51 years old, got hired by Burlington. Burlington fired Pippin and others over 40 years old. I think Burlington fired Pippin due to his rankings, not of age. And I quote in the ranking before his firing, Pippin ranked last among thirteen senior engineers.

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(Ashcroft, 2011) Suing Burlington for age discrimination is very a long shot to win the case. “ The Age Discrimination in Employment Act (ADEA) only forbids age discrimination against people who are age 40 or older. The law forbids discrimination when it comes to any aspect of employment, including hiring, firing, pay, job assignments, promotions, layoff, training, fringe benefits, and any other term or condition of employment. (Commission) References:
Commission, U. E. (n. D.). Types of Discrimination. Retrieved from Equal Employment Opportunity Commission: <http://www. EEOC. Gov/laws/types/age. CFML>
Ashcroft, J. D. & Ashcroft, I. E. (2011). Law of Business (17th Edition). Mason, OH: South Western Cengage Learning
Case Study: Pippin and Burlington By misappropriating Burlington Resources Oil
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and Gas Company employed Paul Pippin as a senior engineer when Burlington began a reduction in force (RIF).

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