

Human resources dilemma

Law



The employer has limited or no alternative to compliance with these standards since they are acts of government. Uranus Umbrella Company should try and accommodate the interests of Steven despite the collective bargaining signed with the union. Failure to comply with Steven's plea might lead to poor service delivery by the employee. The company should assess the consequences of such an adjustment to ensure that all the parties meet their objectives.

Didi is compliant with the provisions of the FLSA since; veronica is entitled to keep all her tips. Furthermore, the tips of veronica exceed the minimum tip of 30\$ per month required by the FLSA so that an employee can be given less than the minimum wage of \$7. 25 per hour. FLSA is a federal statute act in the department of labor of the United States. The act introduced; a minimum wage of \$7. 25 per hour, 44 hours 7 days work week, prohibited child employment, and guaranteed pay for overtime. In 2007, the act was amended to provide for a minimum wage of \$7. 25 per hour. This minimum wage had exemptions to workers who are tipped and allowed to keep all the tips.

The headteacher should not be worried since the school management is not violating any law set by OSHA. According to the provisions of the act, certain places of work are exempted from OSHA inspections because they lie outside the act. Most of these workplaces are regulated by the government. These include; mining workers, the public sector, and some domestic workers or people whose work is domestic. The school is regulated by the government department and hence it is exempt from inspections by OSHA agents.