

Employment laws, health and safety and labor relations essay sample

[Business](#), [Employment](#)



Marriott adheres by the laws in place to protect the employee, the employer, and the organization. As a result of legal decisions and administered laws, Marriott follows the employment guidelines established to produce better employee-employer relationships. The concept of equal employment opportunity has come a long way since the 1960s. Current and future business professionals continue the efforts in the workforce.

An organization such as the Marriott, respect the Civil Rights Act which first passed in 1964. The Marriott adheres in prohibiting the discrimination act on the basis of race, national origin, color, gender, or religion. In 1991, the act was amended again and now provides solutions for the complaining party to recover punitive damages if he or she can prove discrimination by the employer took place. However, the following limits were placed on the amount of the awards, based on the number of people employed by the company:

Also included in this act is the Glass Ceiling Act of 1991. The glass ceiling is the invisible barrier in the organization that prevents many women and minorities from achieving top-level management positions. With the Glass ceiling Act, Marriott sees this as non-existence, as the Marriott have high achievements in promotional level with women and minorities.

Marriott focus on the ability of the employee and how they can produce, and not worrying about the age. The Marriott philosophy on age is, if you are able enough to make production then age does not matter (Marriott). In 1967, Congress passed the Age Discrimination Act to prohibit employers from discriminating against individuals who were 40 to 65 years old. In 1986 the

act was amended a second time to protect those individuals that were over 40 years old. The latest amendment gives older employees the option to continue working after they are 70 years old and receive the same health benefits as any other individual working for the same organization. The Older Workers Benefit Protection Act (OWBPA), an amendment to this act, prohibits the discrimination in the administration of benefits on the basis of age. It also permits early retirement incentive plans.

Sex discrimination, like other forms of discrimination, is prohibited by law. Marriott Reports can show how serious the organization handles t sexual harassment cases(Author 2007). Marriot organization likes the feeling of the employees working in a comfortable environment. If someone creates an uncomfortable work environment by telling offensive jokes or commenting about an employee's physical appearance is considered sexual harassment.

Another law that protects employees is through Workers' Compensation Laws. This state law protects employees who are injured or become ill on the job as a result of their work. Marriott takes good care of the employees when hurt or injured on the job. Marriott will also place the injured on light duties to perform his or her task should the employee wish to return to work before fully recovered. Employees covered by this are entitled to medical treatment and a percentage of their salary if they must miss work because of the injury or illness. In some cases, employees can receive payments for a permanent disability. This law protects employees even if the employer was not necessarily at fault.

Marriott allows the employees to have little power in their relationship with their employer. Thus, if they believe they are being treated unfairly; employees can organize a fair treatment meeting with the human resource department.

Labor Relations:

Marriott Human resources labor relations are critical factors in the operation of the organization. Managing organizations often means the difference between success and failure of an enterprise. Managing human resources in today's complex organizational, legal and economic environment requires professionals with special skills and knowledge in such areas as employee selection, training, appraisal and motivation, compensation and employee benefits, and employment law and policy. For those in a unionized workplace or who represent labor unions it is important to study collective bargaining, labor law and legislation, union organization and arbitration.

Labor relations are Marriott specialty emphasizing skills that managers and leaders can use to minimize the costly forms of conflict and to seek win-win solutions to disagreements. (Noe, Hollenbeck, Gerhart, & Wright, 2004, p 470)

Marriott does not have Labor unions. Marriott functions as legally recognized representatives of workers in the organization are strong among the public sector. Marriott objectives will depend on the business strategy, whether the organization seeks to work with a union or convince employees that the workers are better off without union representation. (Noe et al., 2004). Very

rarely is conflict absent between workers and management. I am not sure how Marriott strategized with their Collective bargaining . Collective bargaining governed by federal and state statutory laws, administrative agency regulations, and judicial decisions (Finkelstein, 2005).

Marriott do have some concerns , whether organizing and bargaining will hurt the performance, in particular, how the bargaining impact on productivity, profits, and stock performance. Through skillful labor relations, organizations can positively influence outcomes. According to federal data, the union difference for women ends up being about \$4, 000 a year more (Blue Oregon, 2006). fortunately and unfortunately Marriott does not have a union Labor relation today, function as legally recognized representatives of workers in numerous industries. Activities by labor relations in the Marriott today centers on collective bargaining over wages, benefits, and working conditions for the employees on representing their members if management attempts to violate contracts.

Health safety and security:

A safe and healthful workplace is central to the Marriott organization HR ability. To enjoy health and security, the Marriott believes the main responsibility is to protect the employee. Each organization collects data and makes an action plan. Outsourcing professional help for better health and safety would help an organization keep to the standards of the federal laws. The main thing Marriott do, is the plan in such a way that it will conform to

normative regulations based on the law and implied by the public authorities in the field.

Marriott has a good action plan, which secures the health, safety and welfare to employees in the workplace. With the Marriott plan, potential risks are eliminated in the workplace (Author 2007). Every worker who works in the Marriott organization is aware that some working areas can be risky and dangerous. You can get injured in no time. Work is based on piecework and not only on the hour payment. The Hr and other management are responsible to explain and provide all the rules and safety instructions to workers. Workers should also inform the faults and safety needs to the supervisor.

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