

# Collapse contractual issues

Law



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Collapse Contractual Issues Affiliation Collapse contractual issues Pamela Harris, et al., Petitioners v. Pat Quinn, Governor of Illinois, et al. (2014) 573 U. S

This case was a labor law case that was presented in the US Supreme Court with regards to the provisions of Illinois state law that allowed a union security agreement. The National Right to work Legal Defense Foundation made a claim against the Illinois Public Labor Relations Act on the basis that they violated the First Amendment. The PLRA gave the labor unions the right to collect fees from the Union from non-union members (Of, 2008). They indicated that the members and non-members would receive services of improved conditions and pay that was made through collective bargaining. Additionally, the staff who worked for Illinois' Home services program would receive their payment through federal Medicaid funding, which operated as a personal assistant for individuals who needed care. The court ruled that the employees were not supposed to be forced to join the Union because they were not fully-fledged state employees.

The ethical dimension in the case is that people have the will and freedom to choose what they want and that there was no violation of the First Amendment. The matter was settled in court where the court decided that the workers could not be compelled to join the union on the basis that the members were not fully-fledged state employees because employees are fired and hired by individual patients through Medicaid. Additionally, the decision of the court did not invalidate the compulsory union membership for the bigger population of public employees.

As an administrator, I would have convinced the employees to join the labor unions in order to benefit from the full benefits. This would have been done

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by creating awareness in the workplace and help the employees understand the meaning of being in a labor union (Pozgar, 2014). By so doing, the matter would not have gone to court and the problem would be prevented in future.

#### Reference

Of, L. U. S. D. (2008). Occupational Outlook Handbook. Maryland: Bernan Guaranteed Reprint.

Pamela Harris, et al., Petitioners v. Pat Quinn, Governor of Illinois, et al. (2014) 573 U. S

Pozgar, G. D. (2014). Legal and ethical essentials of health care administration. Sudbury, MA: Jones and Bartlett.