

**CHAPTER 6: WHAT EMPLOYERS
OWE EMPLOYEES (ANSWER KEY)**
The University of St. Francis

PHIL 330 – JUST ETHICS, CHAPTER 6

Chapter 6 discusses the lack of diversity in corporate and regulatory boardrooms, noting that many Fortune 1000 boards still lack gender and ethnic diversity. Women and minorities remain underrepresented at the CEO level, and questions are raised about whether leadership should reflect broader demographics for ethical and business reasons. The chapter suggests that diversity in leadership could influence issues such as workplace harassment and corporate lobbying.

1. The two complaints most frequently filed with the Equal Employment Opportunity Commission, which strives to eliminate racial, gender, and religious discrimination in the workplace, are sexual harassment and racial harassment
 - a. *True*
 - b. False

2. Labor union membership remains much higher in Europe and other Group of Seven countries than in the United States, in part because some of those countries allow managers to be members of the union.
 - a. *True*
 - b. False

3. The economic concept of _____ is critical to the nation as a whole in an economic system like capitalism, in which individuals pay for most of what they need in life rather than receiving government benefits funded by taxes.
- a. The Paycheck Fairness Act
 - b. A Federal Wage Standard
 - c. *A Fair Wage***
 - d. A Nominal Wage
4. Which of the following is a positive attribute of unions from a manager's perspective?
- a. *Unions create a formal dispute resolution process for workers.***
 - b. Unions can lead to a closed culture that makes it harder to diversify the workforce.
 - c. Workers are required to pay regular union dues and fees.
 - d. Unions can make it harder to fast track promotions for high-performing workers.
5. If you feel harassed, prejudiced against, or disadvantaged in your workplace, you may file a complaint with the _____.
- a. *Equal Employment Opportunity Commission***
 - b. Worker Adjustment and Retraining
 - c. Occupational Safety and Health
 - d. Civil Rights Act

6. What is the difference between nominal wage and real wage?
- Real wages only take into account taxable wages; nominal wage counts all wages.
 - Nominal wage represents the nominal wage adjusted for inflation; real wage represents the actual amount of money a worker earns per hour.
 - Nominal wages are based on take-home pay; real wage includes all pay.
 - Nominal wage represents the actual amount of money a worker earns per hour; real wage represents the nominal wage adjusted for inflation.*
7. Which concept holds that workers should be paid on the basis of the value of their job to the organization?
- Comparable Worth*
 - Fair Pay Act
 - Paycheck Fairness Act
 - Equivalent Work
8. Which of the following is a nonprofit, nonpartisan organization funded by many of the largest American companies to research issues affecting workers and their employers?
- Equal Employment Opportunity Commission
 - Society for Human Resources Management
 - Center for Financial Services Innovation*
 - Economic Policy Institute

9. The negotiation process aimed at getting management's agreement to a fair employment contract for members of the union is called _____.
- a. ***Collective Bargaining***
 - b. Fair Wage
 - c. Pay Ratio
 - d. The Fair Pay Act
10. Which concept requires that all new hires for certain types of unionized jobs automatically be enrolled in the labor union appropriate to their job function and that union dues automatically be deducted from their pay?
- a. Compensation Equity
 - b. ***Closed Shop***
 - c. Employment at Will
 - d. Comparable Worth

KEY TERMS	
BUSINESS PURPOSE EXCEPTION	An exception to the Electronic Communications Privacy Act of 1986 that permits employers to monitor all oral and electronic communications, assuming they can show a legitimate business purpose for doing so.
CLOSED SHOP	A union environment that requires new hires to be automatically enrolled in the labor union and union dues to be automatically deducted from their pay.
CODETERMINATION	A concept popular in Europe that gives workers the right to participate on the board of directors of their company.
COLLECTIVE BARGAINING	Union negotiations with an employer on behalf of employees.
COMPARABLE WORTH	The idea that pay should be based upon a job holder's worth to the organization rather than on salary history.
CONSENT EXCEPTION	An exception to the Electronic Communications Privacy Act of 1986 that allows employers to monitor employee communications provided employees have given their consent.
EEOC	The Equal Employment Opportunity Commission, created by the U.S. Civil Rights Act of 1964 and which attempts to eliminate discrimination in the workplace based on race, gender, or creed.
EMPLOYMENT AT WILL	A legal philosophy that holds that either the employee or the employer may dissolve the employment arrangement at will (i.e., without cause and at any time unless an employment contract is in effect that stipulates differently).

OSHA	The Occupational Safety and Health Act, which governs workplace safety, and the Occupational Safety and Health Administration, which administers the act at the federal level.
PAY RATIO	The number of times greater the average executive's salary is than the average worker's.
RIGHT-TO-WORK LAW	A state law that says a worker cannot be forced to join a union.
SEXUAL HARASSMENT	Unwelcome touching, requests for sexual favors, and other verbal or physical harassment of a sexual nature from a supervisor, coworker, client, or customer.