

ethical DILEMMA

EMPLOYEE INVOLVEMENT GROUP FOR WYDGET?

You are the human resources manager of Wydget Corporation, a small manufacturing firm. The employees of Wydget are not unionized. Because of difficult business conditions, the workers' wages have not increased in several years, and their medical insurance benefits have been reduced. As a result, morale among employees is low, and there has been high turnover in the work force. You are considering creating an employee involvement group to provide an opportunity for workers to share their concerns and ideas with management and to discuss production problems and working conditions. How can you structure the group to ensure that employees feel their role is effective, without running afoul of Section 8(a)(2)? What are the potential problems associated with the creation of such a group? Should you establish the employee involvement group? Explain the reasons for your opinion.