

The Human Resources Specialist

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Part I

You are a Human Resources Specialist and work for a staffing services company. Early Monday morning you receive a phone call from one of your most important clients. They want to get rid of one of your assignment employees. (An assignment employee is a temporary employee from your company.) The employee has been absent for several days because she is pregnant. She has been working as a banking receptionist, a position that requires consistent attendance and a cheerful disposition toward bank clients.

You discuss the legal consequences attendant on firing or reassigning a pregnant employee; this includes possibilities such as a wrongful dismissal and an anti-discrimination suit. But your client is not receptive to this. He responds by asking you if you can think of a legal way to “get around” these problems.

What should you do? Identify and evaluate the alternatives of action?