



# Real World Problem Scenario

<b>Scenario:</b>	<b>High Absenteeism</b>
<b>Business:</b>	<b>Mattress Max</b>
<b>Business Participant:</b>	<b>John Whistler - Owner</b>
<b>Career Cluster(s):</b>	<b>Manufacturing, Human Services, Business Management and Administration</b>
<b>Grade Level:</b>	<b>9-12</b>
<b>Standards &amp; Skills:</b>	<b>Working and Earning. 11. Income is determined by many factors including individual skills and abilities, work ethic and market conditions</b>

## **Problem Description:**

A company is struggling with high absentee and tardy rates of its employees. The employer has determined that parenting responsibilities are the root cause of the problem. What steps could the employer take to address this problem?

## **Things to be considered or defined for the solution:**

- This is a unionized company where employment policy is largely determined by the labor contract
- Federal and state labor laws