Rule of Law

Rule of law is the principle or idea that everyone including people, businesses and all entities are accountable to laws fairly and consistently whether it is applied or enforced. Dictionary.com (2018) calls it “the principle of government by law.” In the case study of World Tea & Coffee Inc. and The United Food and Commercials Workers Union AFL-CIO (Union), the National Labor Relations Board (NLRB) is “empowered to issue remedial orders, enforceable in the courts, to prevent commission of unfair labor practices” per Bennett-Alexander & Hartman (2015). In looking at this case the court will look how the law is interpreted, and did World Tea & Coffee Inc acted within their legal rights. Section 8 of the National Labor Relations Act, find it an unfair labor practice to interfere, whether it is by restrain or coercion, with employees acting within their rights among all unfair practices (Bennett-Alexander & Hartman, 2015). World Tea & Coffee Inc. prevented non-employees from distributing soliciting materials about The United Food and Commercials Workers Union AFL-CIO (Union) to employees of the business at their property. Under the act, employers cannot prevent an employee from distributing the material to coworkers on property. Employers cannot prevent employees from receiving the material. Using the principle of Rule of Law, the court will decide if the law applies to this case fairly. They will look at other cases, and define who was affected, who caused it and was the law applicable to both parties.

Reference

Bennett-Alexander, D., & Hartman, L. (2015). *Employment Law for Business* (8th ed.). New York, NY: McGraw-Hill Education.

Dictionary.com (2018) Rule of Law. Retrieved from: http://www.dictionary.com/browse/rule-of-law