**Case One**

**Security Officer's sacking for smoking justified – ERA**

The case is civil as it involves two individuals. The civil law and its principles is to provide citizens with the collection of laws that applies to them and which judges must follow. In this case, Mr Burch's sign a contract and his job discription was not to leave the building as he is responsible for processing alarm activation etc. He was caught leaving the building for a smoke twice and he was given two warnings. He was given disciplinary action and was dismissed from work after CCTV footage discover by the employer shows that he was not in the building the day before. Mr Burch was unhappy and he is seeking six months of lost wages and $10,000 in compensation in court, which he didn't get. The result from the Employment Relation Authority and Ms King, which I believe is a judge, said that Mr Burch's dismissal was justifiable. The employer followed all necessary action against Mr Burch. He gave him two warnings and the evidence from the CCTV will convince the court that the employer was at fault. This is the breach of contract by Mr Burch which result in him lossing his job as a security officer.

The matter is private law as it deals with aspects of the relationships between individuals that have no direct concern to the state law. This includes the law of contracts and the law of torts. The law of contract can apply in this case as the employee is breaching his contract, which it is an agreement between two persons to bind themselves towards another person like employer to perform a job or to do something. Breaching a work contract is a serious matter and it could result in disciplinary actions against the other party, and where the other party or employer must briefly follow the right procedures accordingly to carry out the necessary procedures in such matter. All the evidence gathered against the employee will be use before the court to be able to reach any decisions concerning both parties. As stated in the case, Mr Burch file a complain against the employer for six months lost wages and $10,000 in compensation. The evidence presented by the employer will support any verdict made by the court against the employer, which will result in eliminating his complaint, and fairly treated the matter so that both party get a fair resolution.

Ethical – Mr Burch has no professional behaviour towards his employer. He does not appear to care much about his job, so he forget about the consequences that of his actions. He knew he sign the contract but chose not to stick to it and do his job as he agrees. Perhaps he thought what he did was right but he was wrong. He has lack of commitment and that his performance standard is very poor.

Moral – He's not a trusted person nor a reliable employee. He is capable of breaking the rules and regulation of his work, and he does whatever he feels is right for him not for his employer.

Social Issues – Mr Burch is a smoker which is all he wants to do while he's on the job. Based on the evidence provided against himself, he has to leave the premises just to have a smoke. Wether he was aware or unaware of his actions, it indicates that he could be a reason to cause many problems, eg; customers complaint about the service they receive and may result in the public not trusting the company or wanting to do business with them.

New Zealand is a multi-cultural country and it's society is mixed with different raise and with different customs. The area of law or legal issues can be arise from anytime and anywhere because of the differences between people and culture. The law applies to all New Zealanders and cannot change according to the belief or the origin of one person and their culture, and this could be identify as a cause of dispute and conflict in many cases and may result in disagreement and change the relationships between people in our societies. Is the same applies in business and organisation. Relationships between employers and employees are sometimes required the high court to resolve dispute. In businesses, the behaviour of employee towards their job, may limit the economic growth of an organisation and could give the company a bad reputation because of their unprofessional behaviour. To overcome these problems, our society must work together to have a clear understanding of each other, and try to involve in community events to be able to interact with other people and to get to know them. It is important that we build rapport as we live and share our existing environment for a better tomorrow.

**Case Two**

**Water a lot of Sugar**

The area of law involve in this case is criminal, because is concerning the relationship between business and the people, and it is covered by the law of contract and tort. The case against the Coco Cola company has to be taken by the people directly concerned, this is when it involves the breach of contract and negligence. The company have been accused of selling water bottles with the packaging shows mainly water with few added flavouring and other ingridients. Belinda Allan the manager of New Zealand research says that the packaging is misleading because it was marketed as a water. This will confuse consumer who buys the water without acknowledging that they are spending their money buying the wrong product. The state law is more concern about the safety of the public, because it could be problems and health issues that may arise if companies are neglecting to follow the law. Such punishments like fines and penalties, may apply to those who opposed and fail to abide with the laws, depending on the measurement of the offense in where the safety of the citizens were in danger or were affected by their act.

This case is concerning the public law as it is governing the relationship between individuals, companies and the state. Under the consumer protection act, the people or the public have the right to protect themselves from being cheated by salespeople and business. The law has been designed to maintain the free trading competition between business and people so that we have a trustworthy marketplace (wikipedia.org/consumer\_protection. Retrieved 27/3/11). In this case, if the Coco Cola company is convicted of felony and dishonesty, the penalty will apply by the court according to evidence of negligence and breaching of the contract under the consumer state law by the company. It is important to the court to give exercise all the law that applies to all individuals and its counterpart to search for fair solutions so that the conclusion can be reached and all parties are fairly satisfy with such result, even if its result in eliminating some of the products that may become of a health concern that could harm the safety of the citizens. The law does apply to all New Zealanders and that each individual must know about this laws and that live by it in daily lives.

Ethical – the ethical issues facing consumer is the new labelling of food products intended to provide misleading information on some ingridients that will be somehow useful for dietary planning. This matter has raised questions about the risk included in the products, and the damages that could affected the well being of the public.

Moral – the moral issues in this case is involving the behaviour between the bosses and its management. Most organisation consists of shareholders and is in their best interest to set objectives that increase the successful of the company, but was it their intention to produce products due to the public demand or to raise revenues. These are the important factors organisation must be aware of when introducing new product to the market, especially when such product cause confusion to the public.

Social Issues – the social issues involve in this case is concerning the health and the welbeing of the citizens. Introducing products that are health wise unsafe increasing people who visit the dentist, diabetics, high calestrol etc. The pressure though of such problem will end up in hospitals being overcrowded with people need to seek medical care.

The state law is set to apply to all individuals, citizen, company and/or organisation which breach the law of contract, tort, criminal or any offender that does not abide with it. The state law usually used to resolve disputes involving relationships between companies and employee and the public law that use to deal with individuals. People have many disagreement about the law, but can't do anything about it. Some people choose to follow and some are totally the opposite. Some found the law to be unfair to them depending on the results of any dispute being decide by the court. Business law is outlined to include business information, contracts, consumer protections etc which they must resume as a major responsibility in operating their business accordingly. There are legal consequences in all aspects of business operation and every owner must comply with the federal, state and local laws that govern their busiess activities. Differences between emplyees can cause major impact in business operations, example, issues that may involve the boss mistreating employee, this can cause major arguments and affect both parties. Evidence of such matter will always support any complaint from each individuals and help solve the problem.