

Employee vs. Employer in Wisconsin

Read this court case about a work problem.

In the state of Wisconsin, employers are required by law to provide health benefits during maternity leave and must give returning employees their prior job or an equivalent job in terms of salary and other conditions.

Elizabeth Marquardt was an [secret] of Kelley Company in Milwaukee. When she returned from maternity leave on December 12, 1988, she found that the company had undergone restructuring and had eliminated her job as a credit manager. Her new job involved supervising one employee instead of four, and unlike her old position, included about 25 percent clerical work. Unsatisfied with the new situation, she resigned on December 13, the very next day.

Marquardt took the company to court. She said that the company had violated Wisconsin state law. Kelley Company defended itself by saying that there was a restructuring and that the subsequent reassignment took into account Marquardt's long-standing communication problems with customers.

Decisions in Court Cases

Even though the new job had the same salary, the same benefits, and the same office as before, a Wisconsin court ruled that the jobs were not equivalent because Marquardt's "authority and responsibility were greatly reduced in the new position." After the court ordered another hearing to determine back salary, the two parties settled out of court for an undisclosed amount.

その件は(訴訟に持ち込まず)示談で片がついた

The two sides discuss the problem without the judge and they decide what to do.

1. employers	1. 雇用主
2. health benefits	2. 健康保険(給付)
3. maternity leave	3. 産休
4. employees	4. 従業員
5. equivalent	5. 同等
6. found	6. 分かった
7. undergone	7. 受けた
8. restructuring	8. リストラ
9. eliminated	9. 排除
10. credit	10. クレジット
11. resigned	11. 辞任
12. take somebody to court	12. 法廷闘争に持ち込む
13. violated	13. 違反
14. defended	14. 弁護した
15. subsequent	15. 後続
16. reassignment	16. 再割り当て
17. took into account	17. 考慮に入れました