

- a) Care ethics are evident in this scenario in a couple of ways. The most evident is how employee participation is promoted. This is very similar to the concept that Manning describes in 'Caring as an Ethical Perspective.' Since the employees own stock, they have a vested interest in the company's success, and the company has a goal to make their shareholders money. In this relationship, Tembec must have something like a sympathetic understanding with regards to their shareholders. Another sign of care ethics is Tembec's 'environmental responsibility' guideline. Here the company states that the policies it creates must keep the health and safety of its employees, customers, and public in mind. This is like how Manning describes the aspect of care ethics that says to try and accommodate the needs of all. With this policy, Tembec forces themselves to accommodate the needs of their employees, customers, and public while making new policies.
- b) One of Rawls' most prominent points is that it is not just for some people to have less so that others can have more. Tembec has implemented a policy of profit sharing for its employees. While this can be good in the sense that it gives more of the profits to the employees, there is also not enough information on how this practice is implemented to determine Rawls' stance. For instance, if the profit sharing amount is determined by a percentage of the employee's salary, this gives the higher paid employees more money than the lower paid employees [1]. From Rawls' view, this practice would then be bad. But since there is not enough information to determine how this policy works, we can only judge on the parts that we know. Therefore, since profit sharing gives more money to the employees than that would receive without the policy, from Rawls' perspective this practice is beneficial.

## References

- [1] T. Hussung, "How Does Profit Sharing Work?," Jan. 2017. [Online]. Available: <https://online.king.edu/news/how-does-profit-sharing-work/>. [Accessed Sept. 18, 2018].