



2MC - Employee Discount

Your student loans do not cover the entire cost of college for you. While your parents would like to help, they just cannot do any more right now. In order to pay your bills, you get a job at one of the local campus bookstores. The job pays well, but you are still not making enough to pay all of your expenses. The best part of this job is that you get a 50% discount on all merchandise. This really helps you out, and while you won't have any money for social activities, you might break even. Early in the semester, a few classmates approach you with an offer: they will pay you 75% of the total cost of their books if you purchase their books using your discount. If you do this, you will be able to pay your bills and have a little extra spending money. What do you do?

Takeaways

- ✓ Does your personal financial situation affect your values and line of thinking?
- ✓ How you answer this first request will affect your reputation for this person and many others (consider "word on the street")
- ✓ Does the amount of "profit" you gain affect the core PR issues at hand?
- ✓ Know how to say "no."

Issues

- ✓ Self survival – finding ways to pay for a necessity
- ✓ Responsibilities to employer
- ✓ Alternative ways of finding income
- ✓ Integrity
- ✓ Cost to community
- ✓ Difference between necessities and luxuries

Rules and Regulations

- ✓ Are there any state or local laws that prohibit using your employee discount for others?
- ✓ Does your employer have any rules regarding the use of your employee discount?
- ✓ What is the likelihood of getting caught?
- ✓ If caught, what will the likely consequences be? Termination? Job reference? Discount?

Relevant Questions

- ✓ How will this affect your classmates who have asked you?
 - ✓ Will this negatively impact your friendship if you don't go through with it? If you do go through with it?
 - ✓ How will this affect your reputation among the rest of your peers?
- ✓ Are there any other ways to make your tuition payments?
 - ✓ Can you speak with a school counselor about making a tuition payment plan?
 - ✓ Can you find university owned housing that might cost less?
 - ✓ Can you find an additional job?
 - ✓ Are there grants you can apply for?
- ✓ How will this affect your employer?
 - ✓ Will your employer lose a substantial amount of money?
 - ✓ Will your employer need to raise prices for everyone else?
 - ✓ Will your employer potentially revoke the employee discount for everyone for abuse of discretion?
- ✓ How will this affect your employment?
 - ✓ Are there any other employment opportunities available should you lose your job?
 - ✓ Will you fall behind on making your tuition payments? Housing payments?
- ✓ Is this wrong?

- ✓ What role do ethics have when you are fighting for a necessity, such as higher education?
 - ✓ What if it was for food?
 - ✓ What if it was for healthcare?
- ✓ Is this stealing if your classmates are still paying 50% to your employer (and 25% to you)?
 - ✓ If so, who is stealing from whom?

Available Resources

- ✓ Friends and Family
 - ✓ Advice?
 - ✓ Additional funds/help?
- ✓ Employer
 - ✓ Additional compensation?
 - ✓ Additional hours?
 - ✓ Agreed this once to let employee benefit apply to friends?
 - ✓ Always allow employee benefit apply to friends?
- ✓ School counselor
 - ✓ Tuition payment plan?
 - ✓ Subsidized student housing?
 - ✓ Available grant money opportunities?

Available Options

- ✓ Agree to deal with classmates
 - ✓ Tell employer
 - ✓ Don't tell employer
- ✓ Refuse deal and hope to make due
- ✓ Find alternative methods of making more money
- ✓ Attempt to negotiate payments so as to ease the pressure and ensure your continued education
- ✓ Attempt to work with employer to get higher pay

Final Choice

Potential financial problems vs. employment stability + employer's interests + interests of fellow employees