

WORKPLACE WORKPEACE

Tips to bring peace, productivity, and profitability to today's employers and employees consistent with the Bible and American law.



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We surmise: Jesus led a *peaceful, productive, profitable* carpentry team.

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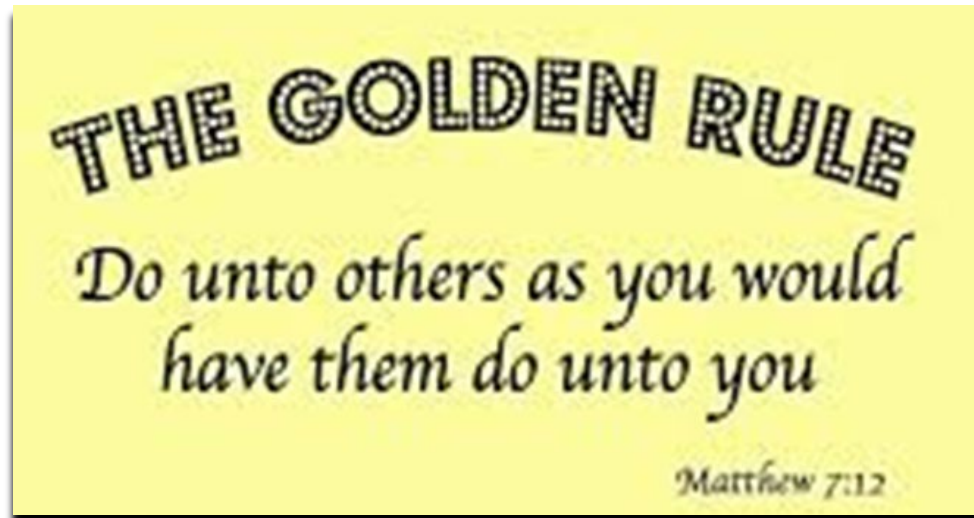
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Good HR management blends the Golden Rule with Paul's Second Letter to the Corinthians.



If you follow **only** the Golden Rule, you might “give away the store” to your employees—you might be so generous to them that your company earns no profit and closes down, leaving all of you unemployed. So, **also follow Paul's Letter**, which means pay your employees based on their contribution to the company's economic well-being. If an employee's contribution is too small to justify paying him or her the minimum wage required by law, decide whether to continue to employ him or her.

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Paul's Second Letter to the Corinthians, 9:6, tells an employer to hire and pay an employee based on the employee's economic worth to the employer, not on the employee's race, sex, age, or other discriminatory factors. This is the basis of the economic term *marginal revenue product of labor*.

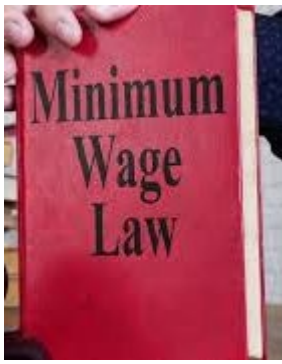


= Marginal Revenue Product of Labor

The marginal revenue product of labor (MRPL) is the additional revenue a firm gains from hiring one more employee. The more revenue the firm gains from that employee, the more the employer can and should pay that employee.

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Minimum-wage law is an example of society's blending, or trying to blend, the Golden Rule with Paul's Second Letter to the Corinthians.



Since 2009, federal law has required employers to pay employees, with a few exceptions, ***at least*** \$7.25 an hour. \$7.25 an hour was low in 2009 and its purchasing power is even lower in 2026, considering inflation since 2009. So, many ***states***, such as Connecticut, require employers to pay employees ***more than*** \$7.25 an hour. Connecticut in 2026 requires employers to pay employees, with some exceptions, at least \$16.94 an hour. Connecticut wants employers to pay employees enough for employees to live on—a “living wage.” That sounds like the Golden Rule. \$16.94 an hour is a bare living but at least a living. But some workers don’t “sow” (produce) enough to be worth an employer’s paying them \$16.94 an hour. Consistent with 2 Corinthians 9:6, Connecticut does not require an employer to hire or retain them. If an employer hires or retains them, Connecticut requires the employer to pay them at least \$16.94 an hour. As a result, many people who aren’t productive enough for an employer to pay them \$16.94 an hour will be unemployed. Connecticut is blending, or trying to blend, the Golden Rule with 2 Corinthians 9:6.

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Historically, the American legal system refers to the employer-employee relationship as a “master-servant” relationship.

In the U.S. Supreme Court case *Clackamas Gastroenterology Associates, PC v. Wells*, 538 U.S. 440, 452 (2003), the Court, quoting the Americans with Disabilities Act (ADA), said:

An "employee," the ADA provides, is "an individual employed by an employer." 42 U.S.C. § 12111(4). Where, as here, a federal statute uses the word "employee" without explaining the term's intended scope, we ordinarily presume Congress intended to describe the conventional **master-servant relationship** as understood by common-law agency doctrine.

Don't confuse “servant” with “slave.” A servant is not a slave. Anyone who willingly works for other people is a servant. However, don't call your employee “servant.”

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Employment-at-Will

Legal and Moral Dimensions



A majority—not a vast majority, but a majority—of employees in the United States are ***employees-at-will***. They can quit their job at any time for any reason or no reason, and the employer can terminate their employment at any time for any reason or no reason, except the employer cannot terminate their employment for an ***illegal*** reason (for example, race, sex, and numerous other categories or ***protected classifications***). Some people think this is unfair to employees. If an employee works hard and does a good job, why should the employer have the right to terminate (“fire”) him? The answer: The United States is, or tries to be, a ***free country***. If the employee is free to quit at will, the employer is free to fire him at will unless the employer’s reason is illegal or the employee is protected by a union contract, individual contract, or other legal protection. An employee is a servant but not a slave. He is not required to work for the same company his whole life. Likewise, the company is not required to employ him his whole life.

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Colossians 4:1-6

Modern English Version

Masters, give to your servants that which is just and fair, knowing that you also have a Master in heaven.

This is self-explanatory.

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Jesus said, “It is easier for a camel to go through the eye of a needle than for a rich man to enter heaven” (Matthew 19:24). This may seem to imply that successful businesspeople won’t get to heaven. But as you will see on later slides, Peter, Paul, and the Catholic Church clarified what Jesus said. Profits and wealth are acceptable if the wealthy person uses them to employ people, pay people fairly, and donate to charitable causes.



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Jesus frowns on *excessive* profits (huge profits while paying low wages to employees), but profits are necessary.

Catechism of the Catholic Church, paragraph 2432:

Those responsible for business enterprises are responsible to society for the economic and ecological effects of their operations. They have an obligation to consider the good of persons and not only the increase of profits. Profits are necessary, however. They make possible the investments that ensure the future of a business and they guarantee employment.

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Don't discriminate on the basis of race or skin color.
It is usually best for an employer to think there is
only one race: the human race.

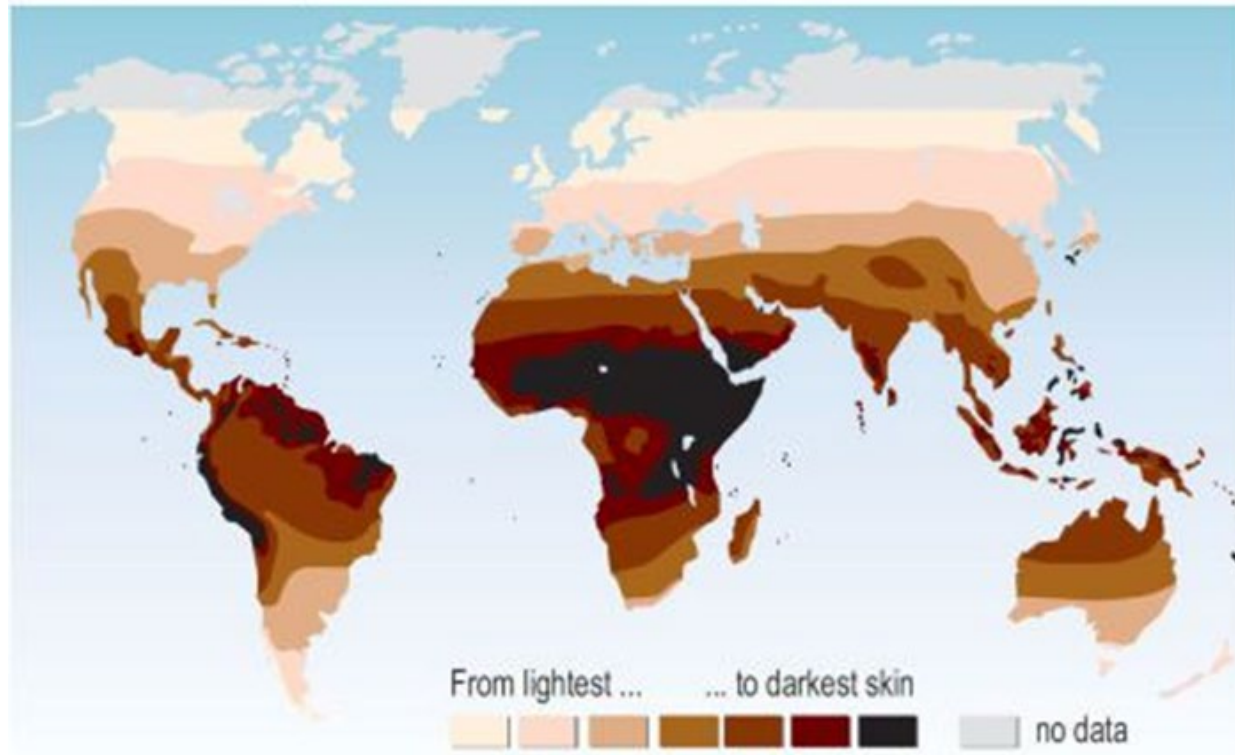


The next slide may be helpful on this.

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Skin color means only this: how far from the Equator one's distant ancestors lived. Skin color has nothing to do with brainpower, character, or any other human quality.

Skin colour map (indigenous people)
Predicted from multiple environmental factors



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Don't discriminate on the basis of sex except in minor ways.
Treat men and women the same except in minor ways such as
providing separate restrooms for men and women.

¹⁶ She considers a field and buys it;

From her profits she plants a
vineyard.

¹⁷ She girds herself with strength,

And strengthens her arms.

¹⁸ She perceives that her

merchandise is good,

And her lamp does not go out by
night.

Proverbs 31:16-18

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Don't discriminate against older workers.

“Elders who lead effectively are worthy of double honour, especially those who work hard at preaching and teaching.”

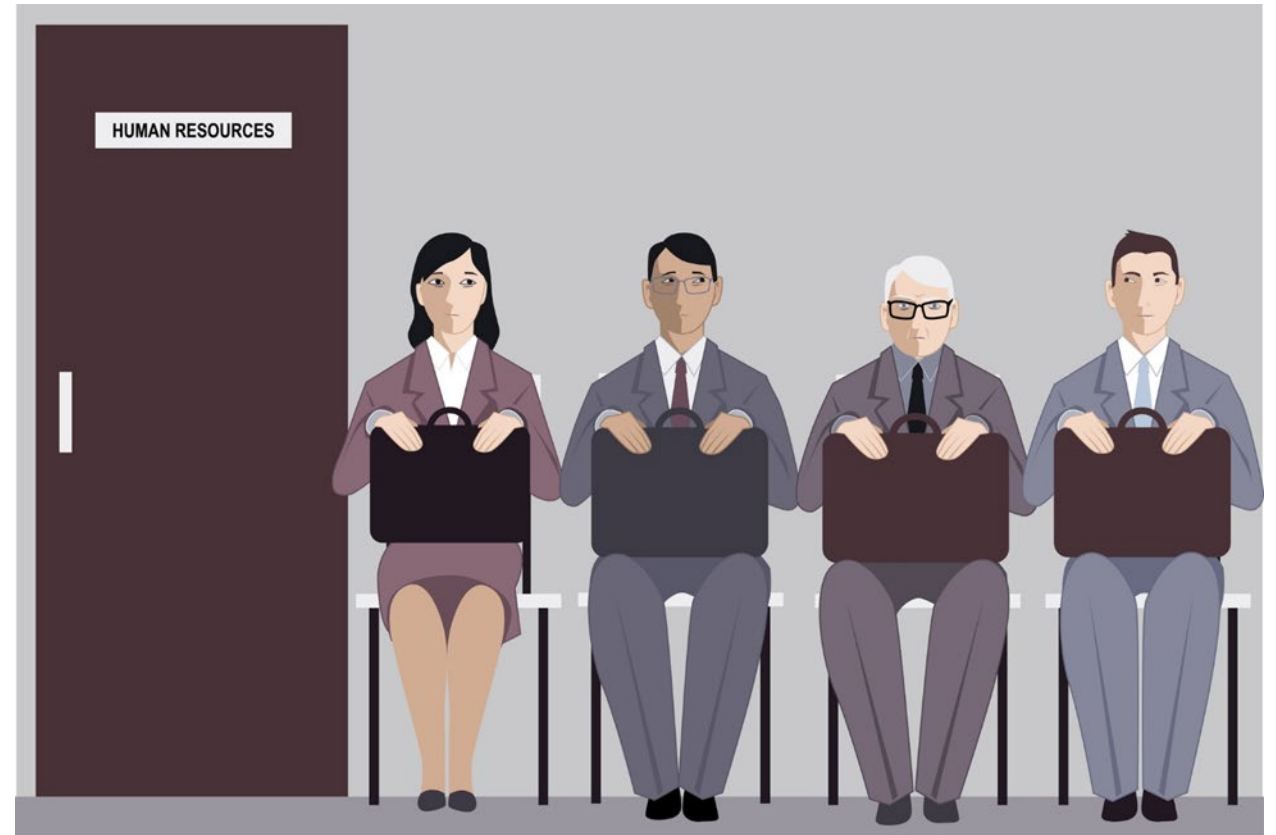
1 Timothy 5:17 (BSB)

You needn't “double” honor older employees, but honor them at least as much as you honor younger employees.

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Ignore old age but not poor job performance.
Sing (in your mind, not out loud) “This Old Man” this way:

**This old man,
He can sue.
I’ll pretend he’s
Thirty-two.**



In other words, pretend that the man with white hair has dark hair. Pretend he looks like he is 32, not 72. Focus on his ***job performance***.

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Don't discriminate against disabled employees who can perform the job well or can perform the job well with reasonable accommodation.



The Americans with Disabilities Act (ADA) requires an employer to make the workplace accessible to disabled employees and to reasonably accommodate those disabilities.

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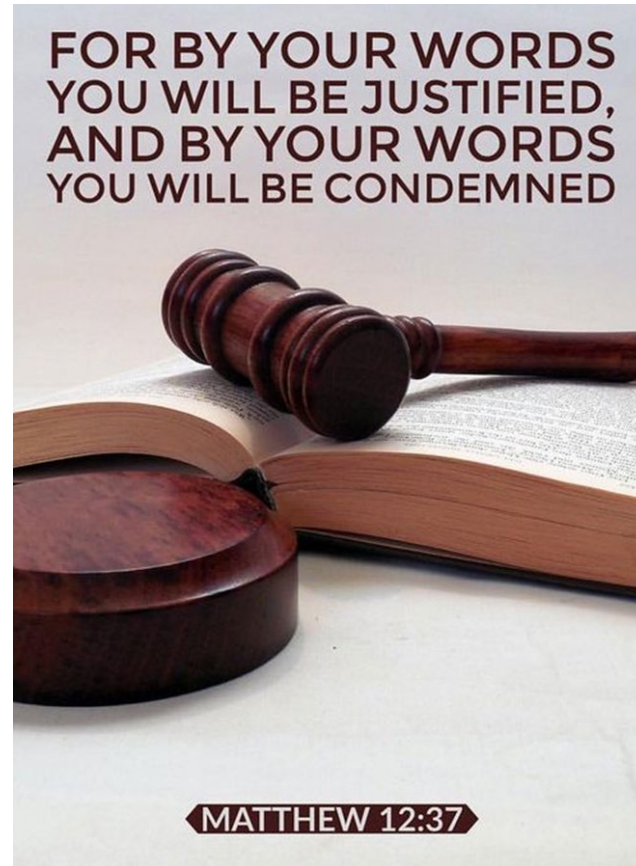
Give your employees adequate rest.

If an employer requires a rank-and-file employee to work more than 40 hours in a week, the Fair Labor Standards Act (FLSA) requires the employer to pay him time-and-a-half for his hours in excess of 40 that week. Thus the law makes it expensive for the employer to require him to work more than 40 hours in a week, incentivizes the employer to give him adequate rest, and incentivizes the employer to hire an additional employee rather than overwork an employee. This creates jobs.

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Eliminate discriminatory words from your vocabulary, especially in the workplace.



See the next slide.

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The Parable of the Latino Factory Worker

A Latino male (we'll refer to him as "the client") went to a lawyer complaining that the client's boss, Mr. Smith—a gruff, White, semi-educated factory owner—used an ethnic slur to refer to Latinos and fired him for being late too often. Although the client was indeed late too often, he wanted to sue for race discrimination or ethnicity discrimination. He felt that if a White employee had been late that often, Smith would have given the White employee one more chance to improve his punctuality, rather than fire him.

The lawyer asked the client how many of Smith's 100 employees are Latino. The client replied 50. The lawyer advised the client that he (the client) might have a race discrimination case or ethnicity discrimination case, and suggested in passing that he go to work for the competing factory a mile away.

The competing factory was owned by Mr. Jones, a dignified White man with an Ivy League education who is on many civic boards, goes to church every Sunday, and never utters a slur of any type. The client's reply to the lawyer's suggestion was, "I don't think I can get a job there. Jones does not hire Latinos. He does not like Latinos. So I want to sue Smith to get my job back."

Who's the bigot, Smith or Jones? Ordinarily, actions speak louder than words. Smith's actions show him to be an equal opportunity employer—half of his employees are Latino. Jones has no Latino employees (or has a few "tokens" just to avoid being accused of discrimination). Jones is the bigot. Smith might be somewhat bigoted, but Jones is a worse bigot.

But who does the client wish to sue? Smith! Why? Because Smith used an ethnic slur and fired him. He does not wish to sue Jones even though Jones is more bigoted than Smith and even though Jones would have refused to hire the client at all. In employment discrimination law, words often speak louder than actions.

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Sexual harassment: Don't use your power as an employer to gain sexual access to your employee.



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The Bible has guidance not only for employ*ers* but also for employ*ees*. Most employ*ers* (bosses) are also employ*ees* (servants).

Titus 2:9-10

New King James Version

Exhort servants to be obedient to their own masters, to be well pleasing in all things, not answering back, not pilfering, but showing all good fidelity.

1 Peter 2:18

New King James Version

Servants, be submissive to your masters with all fear, not only to the good and gentle, but also to the harsh.

This does not mean you must tolerate an employer's illegal conduct, if any, but think twice before you sue an employer. See next slide.

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Christians frown on employers who violate the law, but Christians also frequently (not always) frown on people who sue.

“Avoid foolish disputes, genealogies, contentions, and strivings about the law; for they are unprofitable and useless.” Titus 3:9.

“Do not sue the Brethren It is already an utter failure for you that you go to law against one another.” 1 Corinthians 6:1-7.



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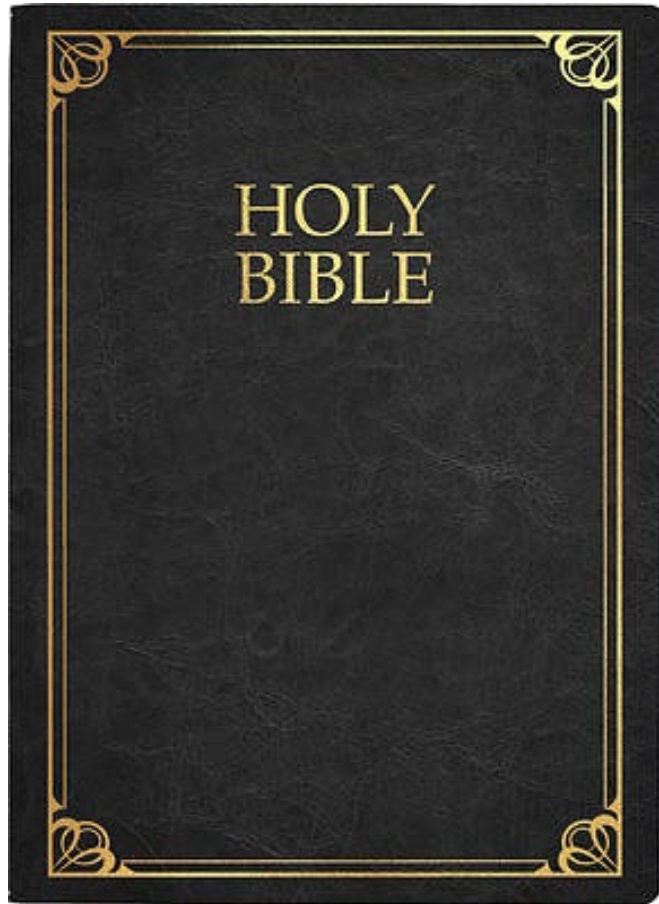
In states with no cap on emotional distress damages and punitive damages in employment discrimination lawsuits, consider asking your lawmakers for a damages cap.

Emotional distress damages and punitive damages are sometimes called “non-economic damages.” “Non-economic damages” is a misleading term. The term seems to imply that the court forces the defendant (employer) to do something *other than* or *in addition to* pay money to the plaintiff (employee). But usually the term “non-economic damages” means *money*. It usually means that the court forces the employer to pay the employee money for hurt feelings. Hurt feelings are “non-economic”—it is very difficult to put a dollar value on them—but the court nonetheless puts a dollar value on them and forces the employer to pay the employee for them. So-called “non-economic damages” add greatly to the expense an employer must pay to defend against an employee’s lawsuit. Damage caps reduce this expense. However, the damage caps that exist under federal law allow each state, if a state chooses, to impose no cap. Consider asking your lawmakers for a damages cap in all state and federal employment discrimination lawsuits.

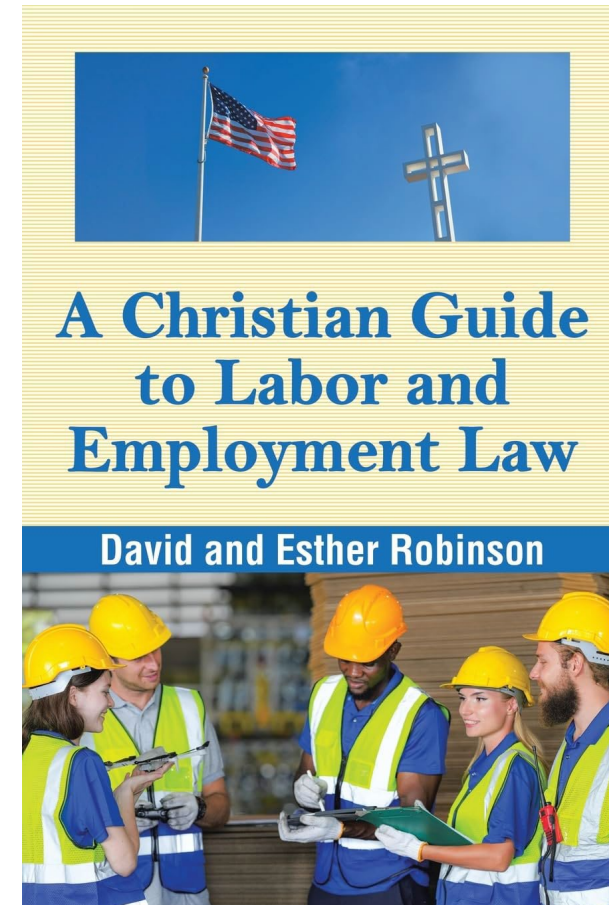


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The Good Book



A Good Book



Ebook \$6.99, paperback \$16.99
Purchase from Amazon, Barnes & Noble,
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