



Reasoning with Ethics

APRIL 3, 2017

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“Ethics in action creates character.”

Use this blog to:

1. Lead class discussions in social studies, civics, ethics or advisory classes.
2. Teach students skills to analyze cases with core values.
3. Recognize skills in support of the four components of ethical functioning.

[Visit the online Ethics Blog.](#)

H1B: Ethics of Firing US Workers

US tech businesses are laying off US workers and having them train younger foreign workers with H1B Visas who will receive less pay to do the same job. In some cases, if the US worker refuses to train their replacement, they are told they will lose their severance.



The H1B Visa program was designed to help US companies who could not find qualified US employees. A detail in the law written 25 years ago exempted salaries over what is now considered an entry level position. With the recognition of the salary threshold, many tech companies, hospitals and universities are turning to foreign employment agencies to bring in skilled workers who will work for less than existing US employees. The morphing of the H1B Visa program is now responsible for thousands of US employee layoffs as companies seek to hire cheaper foreign employees.

On the other side of this argument, some point out that without H1B, the US would become uncompetitive in global tech industries as so many highly trained and motivated workers are coming to study and work in the US through the H1B Visa program.

SEE asks students to consider the ethics of mass layoffs of US workers to hire H1B foreign replacements. What core ethical values are violated or supported in using H1B to hire foreign workers to replace US workers? If core ethical values are violated, how would students suggest the H1B Visa law be rewritten?

Regarding the questions in this case, SEE welcomes students to post their response on our website at http://bit.ly/Ethics_Case and for teachers using the archived file, the video link for this case is -- <http://bit.ly/H1B-visa-story>

Contact information

The School for Ethical Education is a not for profit teaching agency in Milford, CT with the mission to advance strategies of placing ethics in action to create character. As a non-sectarian 501(C)3, SEE is supported by fees for service, grants and donations. For more information visit our website at www.ethicsed.org Please reply with “unsubscribe” in the subject heading if you want to be removed from this Reasoning with Ethics Blog.