



Writing for Change

RAISING AWARENESS OF DIFFERENCE, POWER, AND DISCRIMINATION

4.18 Comparing Benefits

Objectives

Develop an awareness of the differences between benefits available at various levels in an organization.

Analyze the effects of benefit availability on employees at the various levels.

Materials needed

Copies of the handout

Reference materials

Community resources

Time needed

Several hours

Instructor directions

Ask your students to consider the same place of employment (see lesson *4.17 Comparing Cash*) related to their major as they used in the “Calculating Cash” exercise.

Have them ask about or research certain questions about benefits offered by the company or organization.

Ask them to discuss how available benefits affect employees at various levels of the company or organization.



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4.18 Comparing Benefits Handout

Directions

Consider the same place of employment related to your major as you used in the “Calculating Cash” exercise.

Ask the following questions:

What benefits does the company offer? (Benefits might include things such as health insurance, flex time, paid time off [which might include vacation, sick leave, emergency or compassionate leave, maternity leave, or continuing education leave], on-site child care, child care subsidies, stock options, retirement fund contributions, continuing education stipends or reimbursement, life insurance, disability insurance, and mental health or counseling services.)

Are there any benefits not offered that the employees have requested or would benefit from?

Do all employees have equal access to the benefits?

If not, what criteria determine employees’ eligibility for benefits?

How are these criteria related to gender, level of education, socioeconomic status, race, religion, and physical ability?

How does availability of benefits affect the ability of employees in support jobs to remain in long-term positions within the company or organization?

How does it affect employees in management positions?

How does it affect the CEO, president, or director?