1. Orlando
   1. Downsizing
      1. Negative arguments against downsizing
         1. Most arguments in support of downsizing claim that shareholders and downsized employees do not have equal moral weight. Those arguments are invalid he claims
      2. Utilitarian argument
         1. Inconclusive, especially when non-$ harms are considered & economic downturn of downsizing is taken into account
            1. Depression, suicide, divorce
            2. Increase ineffeiciency but net gain to all is not necessarily true due to negative utiles
      3. Positive Arguments
         1. Downsizing under certain conditions is morally wrong
            1. It is morally wrong to cause great harm for a lesser beneft even if lesser benefit goes to a large number of people
            2. Downsizing sometimes causes this
            3. In those cases, downsizing is morally wrong
         2. Distinct from utilitarian calculas that says DO IT!
         3. Like Kant’s respect principle, Orlando holds one must treat employees as ends in themselves, not soley as means to make money.
            1. Thus if an act of downsizing merely increases profits, it requires careful analysis of $, non$, costs and benefits
            2. To save a corporation from collapse, downsizing IS ok
            3. For other cases, we must consider degree and nature of harms & benefits to all.