

Let My People Shmooz

Interactive Questions to Spark Your Shabbos Table Discussions



ISSUE 5

SHABBOS PARSHAS KI SEITZEI 5784

Nice Guy, Poor Salesman

“I’m a sales manager for an electrical engineering company. Tomorrow is my monthly sales performance meeting with the CEO. I know that I won’t sleep all night.

The CEO is a tough guy who has high expectations and little mercy for underperforming employees. If you don’t perform, you’re out. But I’m not the problem—it’s Yitzy, who works on my sales team. He is way below his sales target again.

I’m stuck in a really tough dilemma. If I say the facts, Yitzy will have to find another job, but if I don’t, it’s the CEO who will lose out.”

Am I allowed to tell the CEO about Yitzy’s underperformance?

– Dovid, Head of Sales



What’s the Psak?

Can you guess the halachah?

- A **No**, Dovid must not tell the CEO. He needs to come up with something to save Yitzy’s back.
- B **Yes**, Dovid must tell the CEO. He has a responsibility to his boss.
- C **No**, Dovid should call in sick and hope things improve.

Quick Review

7 Rules of To’eles

Before speaking loshon hora *l’to’eles*, for a constructive purpose, make sure:

1. The information is definitely true.
2. It is clear that the action was wrong.
3. All other solutions were tried.
4. The person was spoken to first.
5. The intent is pure.
6. Information is relayed without exaggeration.
7. No undue harm will be caused.



1- Sefer Chofetz Chaim, Hichos Loshon Hora 1:6 2- Based on Sefer Chofetz Chaim, Hichos Loshon Hora 10:1

The Halachah

The answer is B.

If Yitzy’s performance is consistently below industry standards, unfortunately, Dovid must tell the CEO. Dovid has a duty to his boss to be honest about the performance of his sales team, even if it will impact Yitzy’s *parnassah*.

To Tell or Not to Tell?

Usually, loshon hora may not be spoken even under pressure or threat of losing your job.¹ But here, because Yitzy consistently fails to fulfill the expectations of his contract, he is causing a loss to the business; reporting this is *to’eles*.²

If Yitzy’s sales are close to industry standards, the halachah changes.

If the CEO is the type of person who will act on impulse and fire Yitzy immediately, Dovid may not tell the CEO. But if the CEO will allow Dovid to work with Yitzy to improve his sales, then Dovid can tell the CEO.



We’d love to hear your **feedback, stories, and ideas**. Email us at aderaba@cchfglobal.org

Rav Pam zt”l advised great caution when presenting halachic scenarios to the public, as each situation is unique. This *she’eilah* is for discussion only; actual halachic decisions should be made by a *rav* or halachic expert on a case-by-case basis. Reviewed by Rabbi Moshe Mordechai Lowy.

Bina,* a grandmother, tells a story of an unforgettable, long-ago kindness:



the heart of a Yid

שנראה מעלת חברינו

Back then, I had three kids and the oldest was four. My husband worked long hours to make a living. My only luxury was that on Fridays, my younger brother would come, pack my two older kids into my double stroller and take

Someone said she saw a suspicious looking woman walk in holding a baby and walk out with a stroller—obviously mine.



must have followed me home, gone to get the stroller and then brought it back to my house. What kindness! What tact!

Fourteen years later, I was in a store and I saw her standing near me. I blurted out, "It's you!" When I explained who I was, she remembered the incident too. But there's no way I could ever really thank her.

Carriage of Kindness

them out for a while. That was my chance to get things done.

The problem was that this left me with no stroller if I needed do errands. When we were finally able to afford another stroller, it was liberation day!

One day, I took my baby to a clothing store. I folded the stroller, stashed it out of the way under a rack, and carried my baby around the store looking at clothes. When I returned for the stroller, it was gone!

As I stood there holding back tears, a lady came over and said, "I have a stroller sitting unused in my house. It's in perfect condition and I don't need it. Please come and take it!"

I was mortified. Obviously, I looked like a charity case. But I didn't want charity. I thanked the lady and carried my baby home. But the next morning, I found the stroller outside my front door. The lady

I try to pay it forward by caring for my younger brother's kids when he and his wife need a break. I know what it means to have someone make your life easier, just when you need it most.

* Name has been changed.

Take it to the Table

What made this woman's act of chesed so perfect and so memorable?

What's the real story?



After a week-long stay in Tzefas, Nechama was heading back to her seminary in Yerushalayim. She had been staying with the Green family, whose house was always open to guests.

Nechama had a few errands to do before she left Tzefas, and Mrs. Green told her she could leave her suitcase at the house until she was ready to leave. Since Mrs. Green had to go out of town, she gave Nechama a key to the house.

Nechama did her shopping and then returned to the Greens' house. Soon after she got there, another young woman showed up at the door. She had been traveling around the country and wanted to say hello to the Greens.

"They're not home right now," Nechama told her.

"Oh, I'm sorry to miss them. But would you mind getting me a glass of water?" the girl asked.

Nechama opened the door and gave her the water, leaving her purse on the table where she had dropped it. She disappeared into the back of the house to get her luggage, since her taxi was coming any minute. When she got back to the kitchen, the girl was gone. And so was her purse!

She didn't want to believe that the girl

had stolen it, but what else could have happened? She had to postpone her trip back to Yerushalayim so she could fill out a police report. The next morning, she looked around the street to see if the robber had perhaps stolen her money but left the purse behind.

And she found it! Covered with mud, but nothing was missing.

The Unlikely Suspect



Adapted with permission from *The Other Side of the Story*, by Rebbetzin Yehudis Samet, published by ArtScroll/Mesorah Publications.



Can you Crack the case?

When Mrs. Green returned, Nechama told her what happened. "Oh, I'm sorry, I should have warned you!" Mrs. Green said. "If you leave the door open, the cats will come in. The strap of your purse must have looked like a perfect toy. A cat must have dragged it out and played with it until something more interesting came along."

This week's Print and Share raffle winner is:

Rubin Family

of St. Louis, MO who won a stunning lucite bentcher set.



This week's Children's Aderaba Story raffle winner is:

Kornbluth Family

of Manchester who won a Shabbos Party in a Box.

Want to win next week?

See the newsletter email for details on how your family can win.



Sign up for Aderaba and receive a beautiful table card.

Visit cchf.global/aderaba

or call 845.352.3505 ext 148

DEDICATIONS

Sponsored by V'hodarto Homebound Chesed 718-435-9229

לע"ג חיים יחיאל מיכל בן רפאל פייוועל שניאור ז"ל נב"ע ערב שבת קודש יי אלול תשע"ז ת.נ.צ.ב.ה.