

Equitable Employment Practices

A Plan to Change Conditions in the US

– so you can
work when and where you want,
and do what you want to do



for a presentation
at the
College of Complexes
by
Charles Paidock

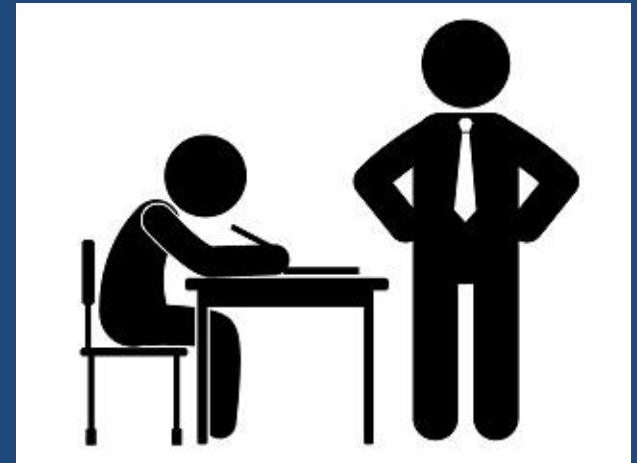
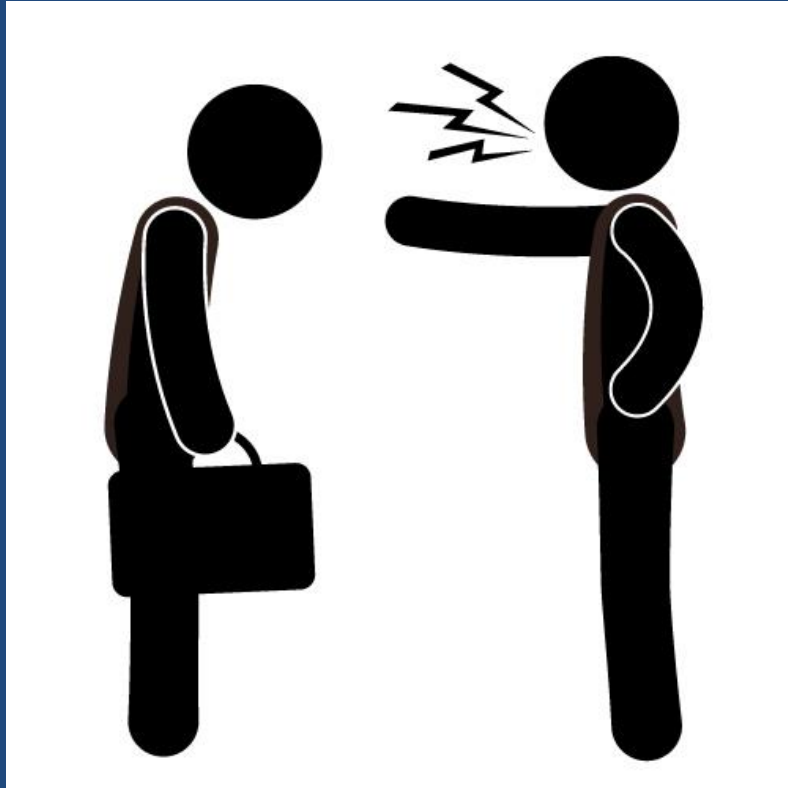
Two Part Presentation

1. an assessment of free market capitalism



2. changes not simply to reform but replace it altogether

Current employment policy and practices in the US are one large, unfair, chaotic mess



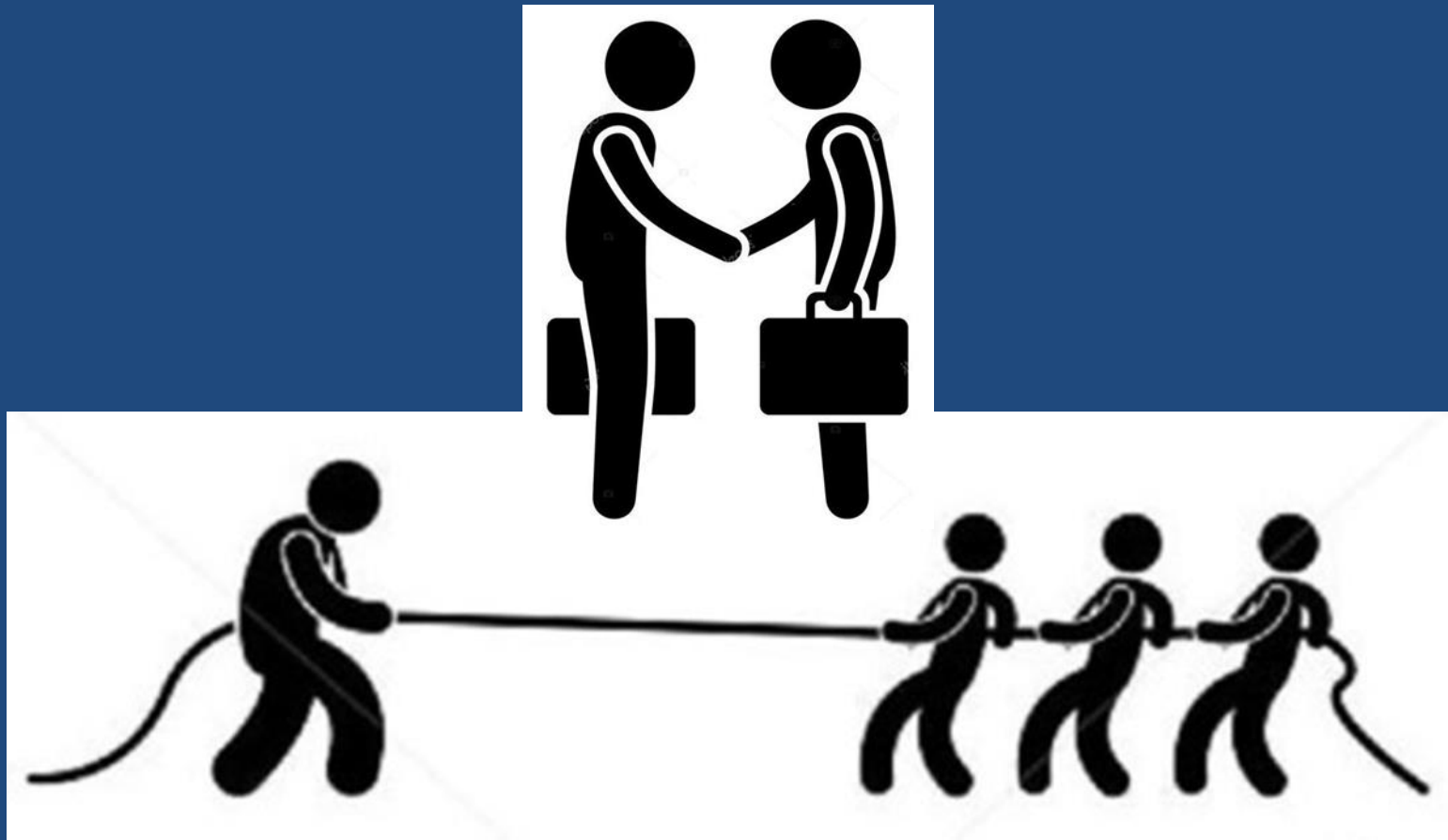
Stratification is an inherent feature





Totally
unqualified
and corrupt
individuals
like this are
in charge

Employees are excluded from the decision-making process



The relationship is adversarial and confrontational

Abuses in the system of employment
are long-standing and widespread



Excessive abuse of management authority has resulted in civil disobedience

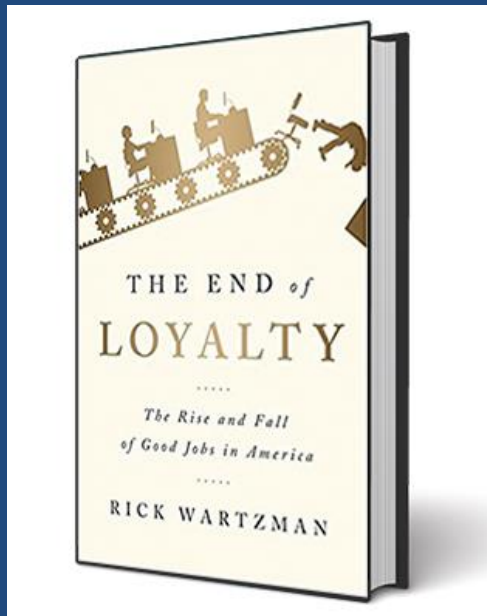


Constant Toxic Competition is an inherent feature



Workplace Loyalty is Dead Great Resignation

because employees are treated transactionally
and as fungible, easily substituted, the result is
lower productivity and high turnover



The Rise and Fall of Good Jobs in America

Some economists have described
the Great Resignation as akin to a
general strike,

The Great Resignation was a major economic trend where a large number of employees voluntarily quit their jobs, particularly in the United States.



It was driven by factors such as low pay, a lack of career advancement, poor work environments, and inflexible work policies.

The nature of the workplace is changing



Robot
Manager



New tools for monitoring employees can track every keystroke or mouse movement, how quickly you speak on the phone, or use the computer's camera to track your eyes



**Supervisor to Employee
Ratio should be Zero**



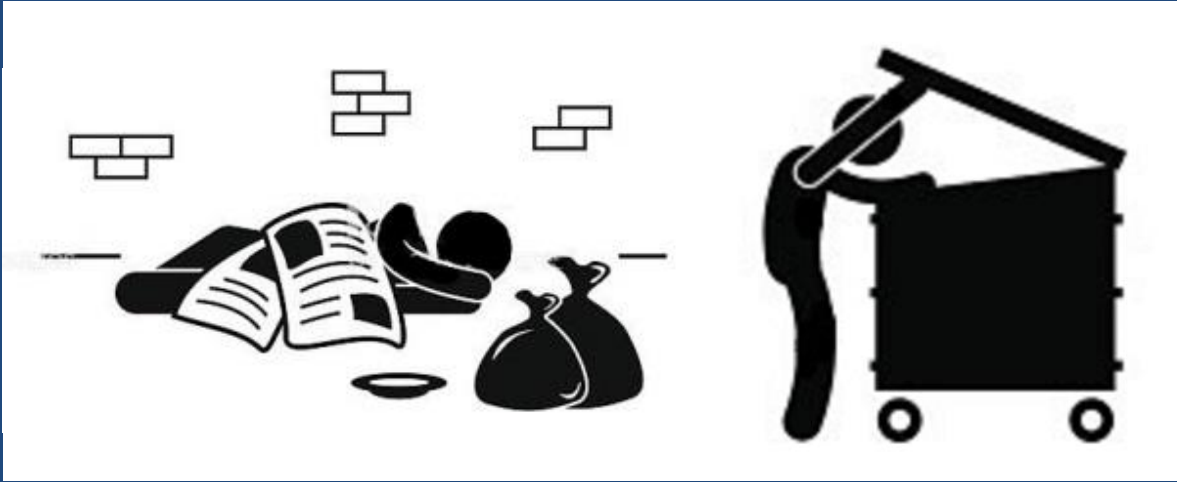
Entire industries are built on
exploitation as their business model



Little or nothing is done to curb the incidence of wage theft (tips, overtime)



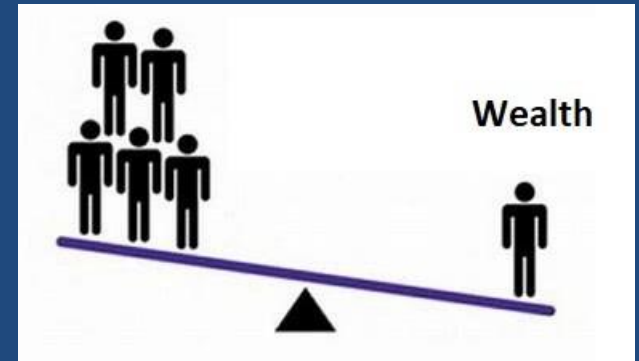
Failure to provide a “living wage” for those both employed + unemployed





Conditions call
for structural
change -
and not simply
incremental
improvements in
the conditions of
employment

Disparities in wealth are on the increase



Free Market Capitalism Does Not Work almost all companies go bankrupt and close within the first one to ten years



employees are cast out with no
means of support

Mistaken Assumption There Has Been
Continuous Improvement in the Standard of
Living as a Result of Free Market Capitalism

Since 1790 there have been as many as 47
economic Depressions / Recessions in the
United States

1807 – 1814

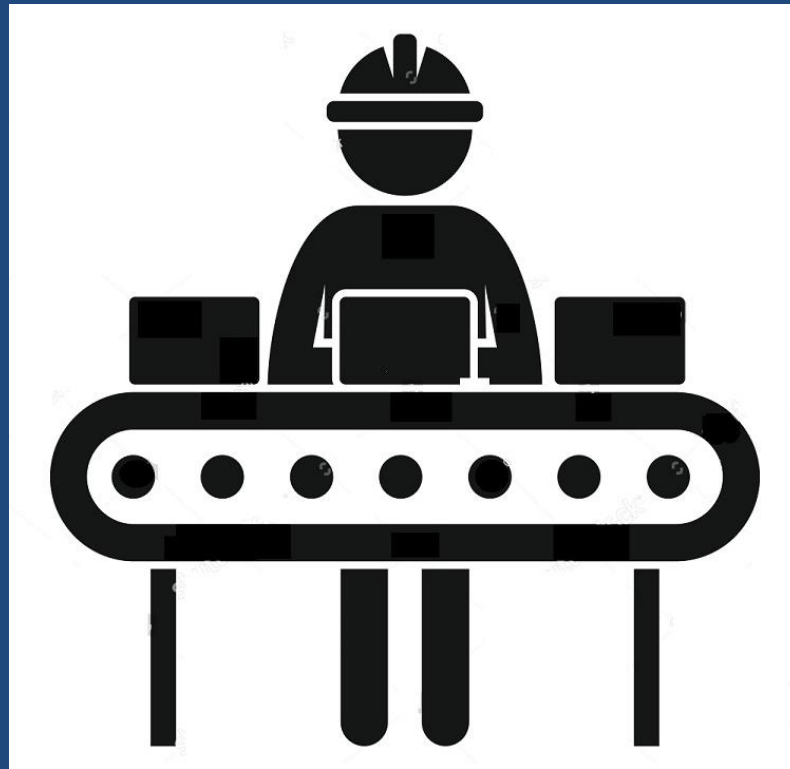
1837 – 1844

1893 – 1898

1929 - 1941



Tariffs increase consumer prices, and
produce only low-paying, repetitive,
physically demanding work





The Youth see no
future for
themselves in the
present system



Starbucks Workers
United, a division of
SEIU International,
now represents more
than 12,000
employees at some
640 US locations.



Starbucks Chief Executive Brian Niccol was reportedly
compensated \$95.8 million in 2024



Employees
must listen
to their
Corporate
Masters

Is there anyway to bring about
change to how we work?



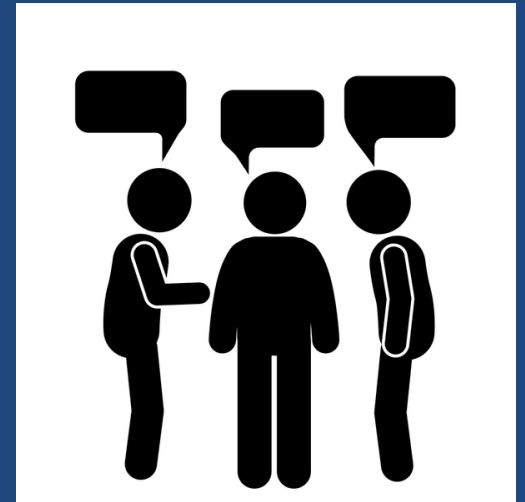
Yes –

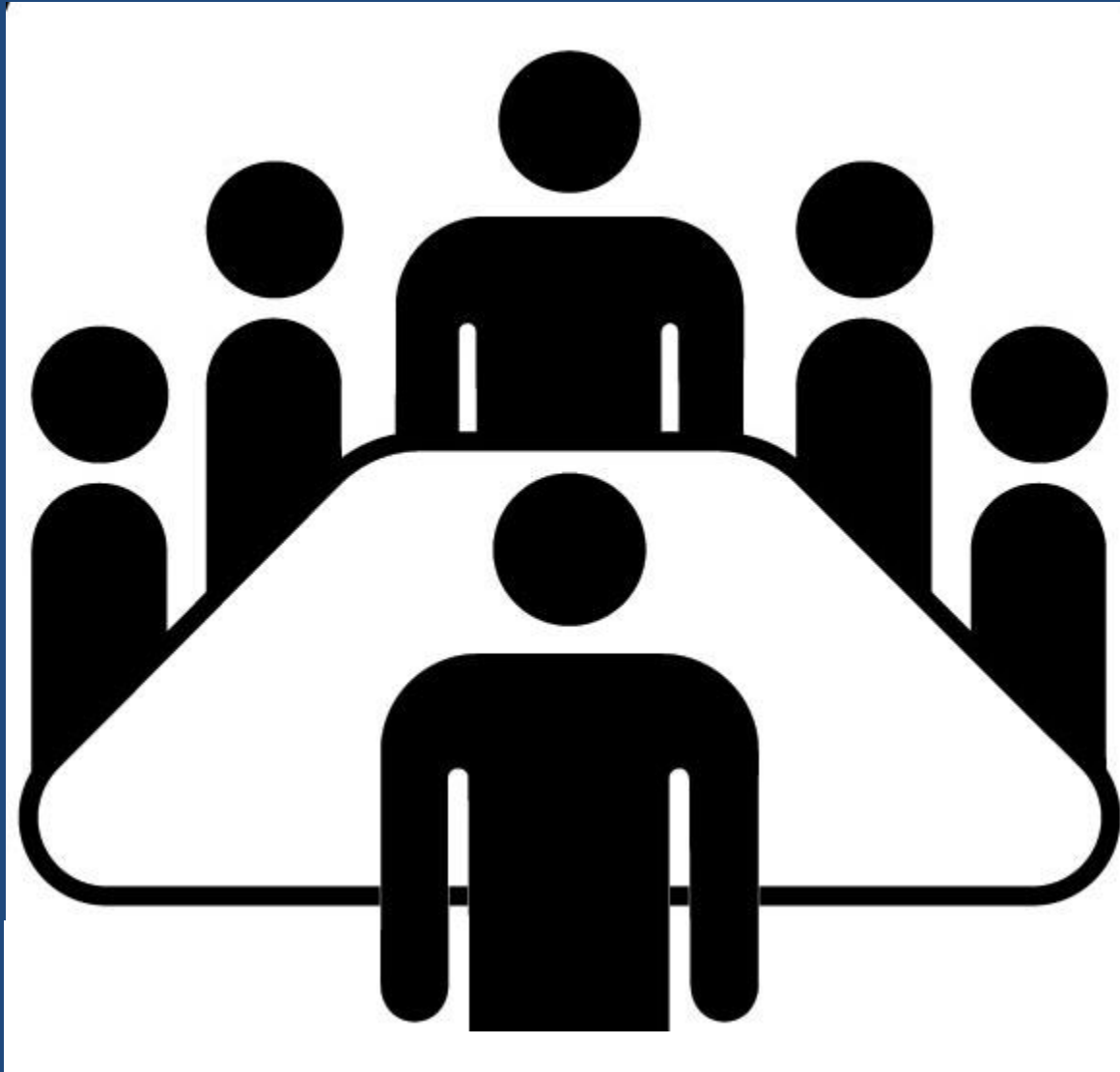
by adapting “Equitable Employment”
- everyone will work where they want,
and do what they want to do



The “Rights of Employees in the Workplace”
should be passed as an omnibus bill

Protected Activities - amicable free speech extending to robust debate, along with freedom of association on the clock, are essential features

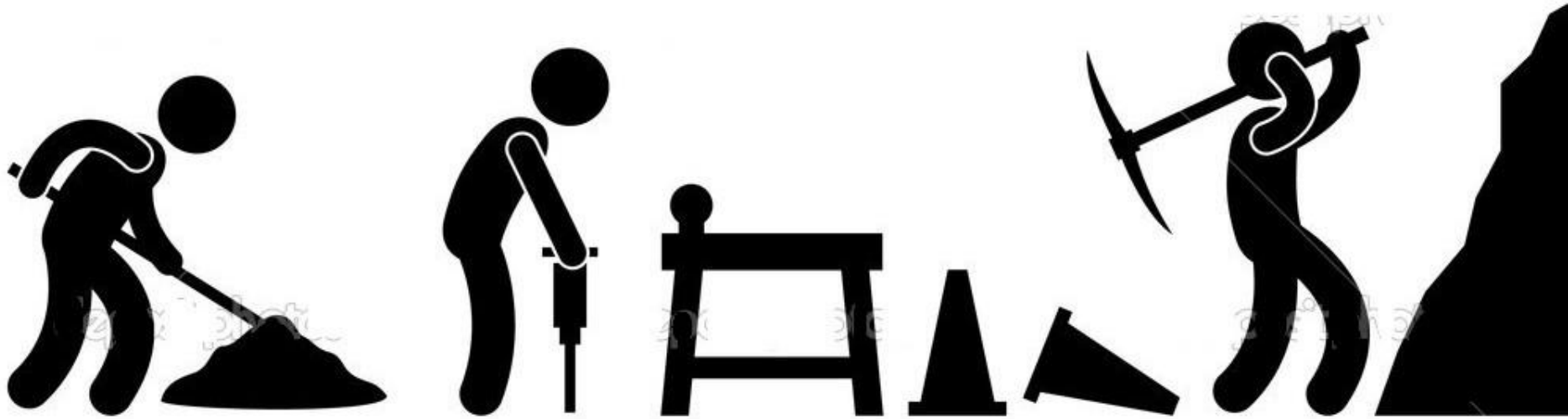




A central
committee of
each company
will be set-up
to make
decisions on
large-scale
operations

and resolve
individual,
group or
institutional
grievances
through
mediation

Any reorganization or re-alignment of the corporate structure / workforce is permitted, but must be outlined and approved in advance by the Dept. of Labor

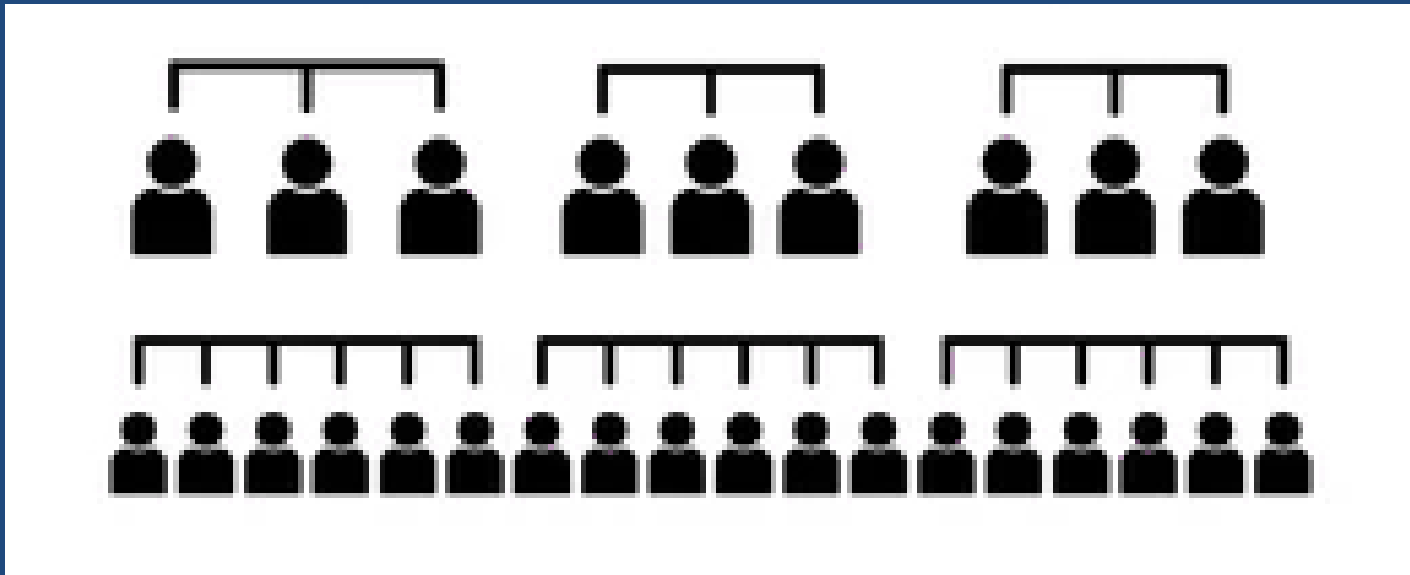


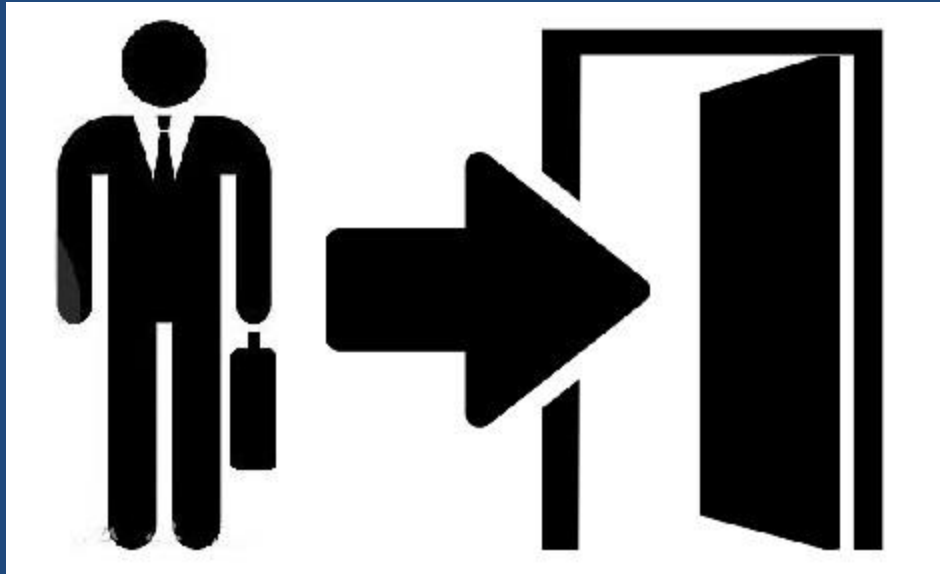
So-called “Partnership” schemes, in which employees could send representatives to meetings, were a step in the right direction, and employees were told they were now “associates”



but management retained the right to hire, assign work, control technology, etc

All companies within an industry
should adopt a similar organizational
structure to facilitate transfers by
employees

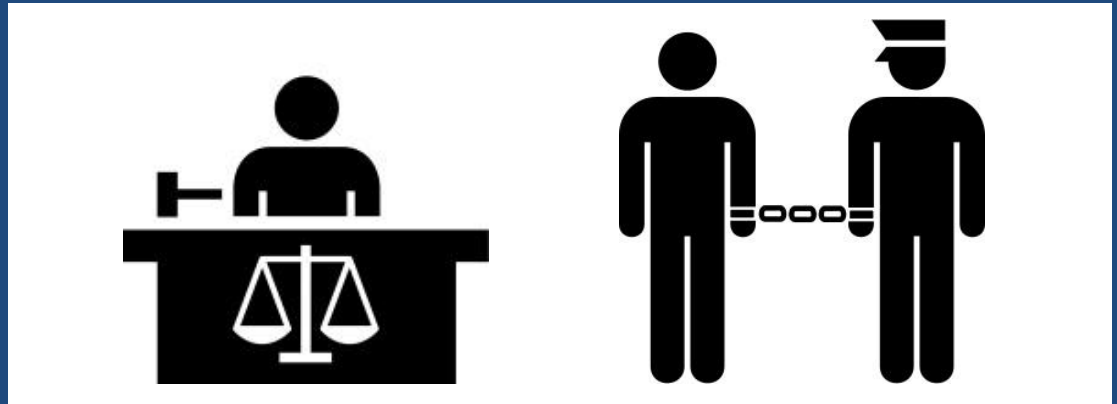
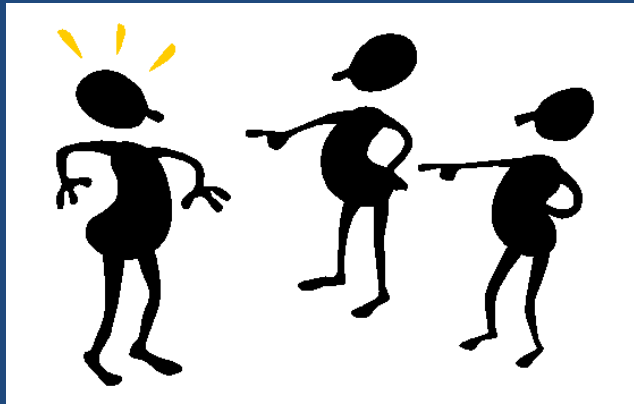




All companies must submit a plan for elimination of all supervisors and conversion to coop units with no hierarchal stratification



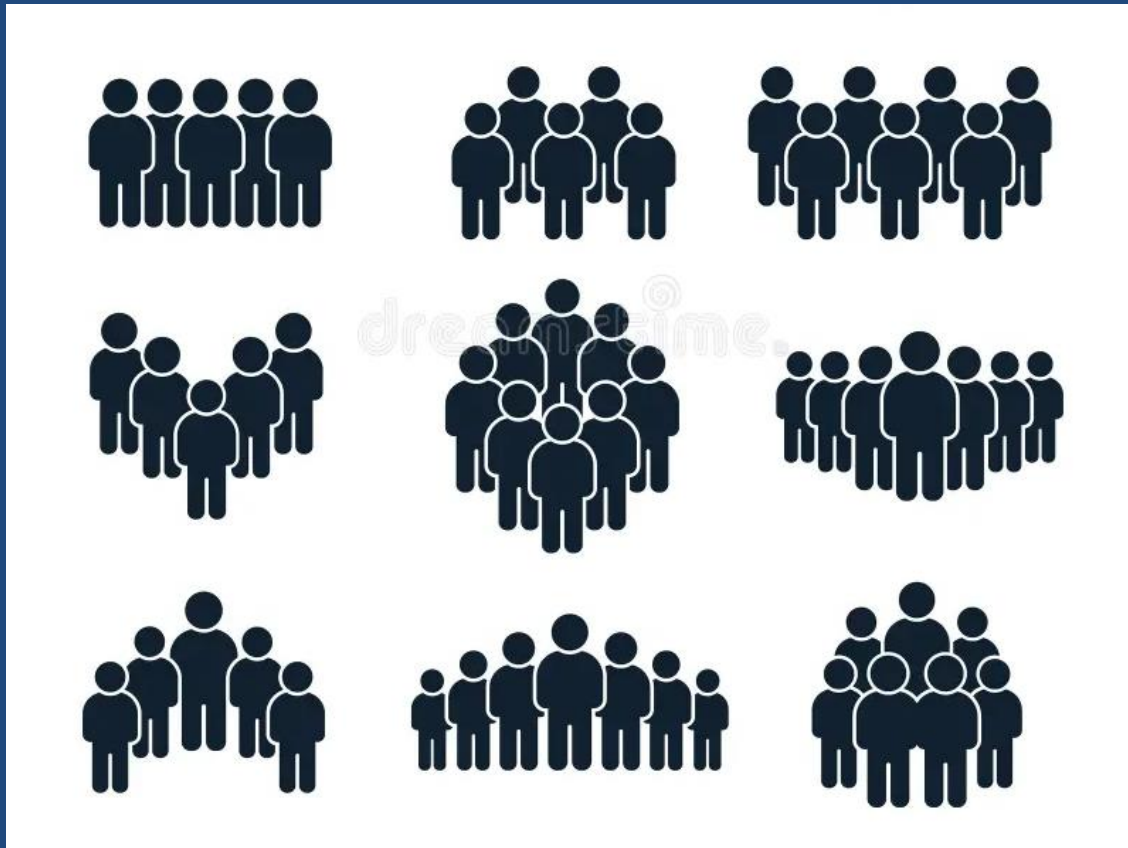
In select instances managers may be charged and prosecuted for past arbitrary and capricious, criminal acts, prohibited personnel practices



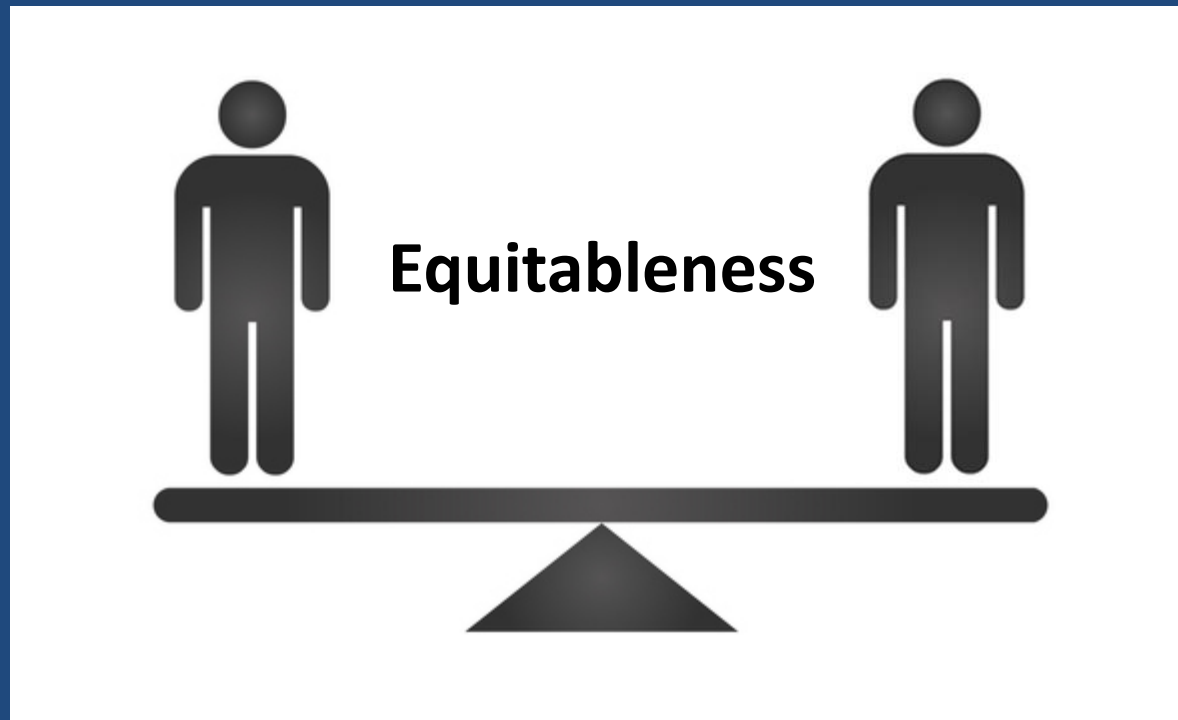
All units will conduct internal affairs using standard bylaws aimed arriving at a consensus, grant all requests for a reasonable accommodation



All units at a common situs will have
the same basic size, purpose
and mission



In operations with team leaders, all employees are equal to the highest leader in the room





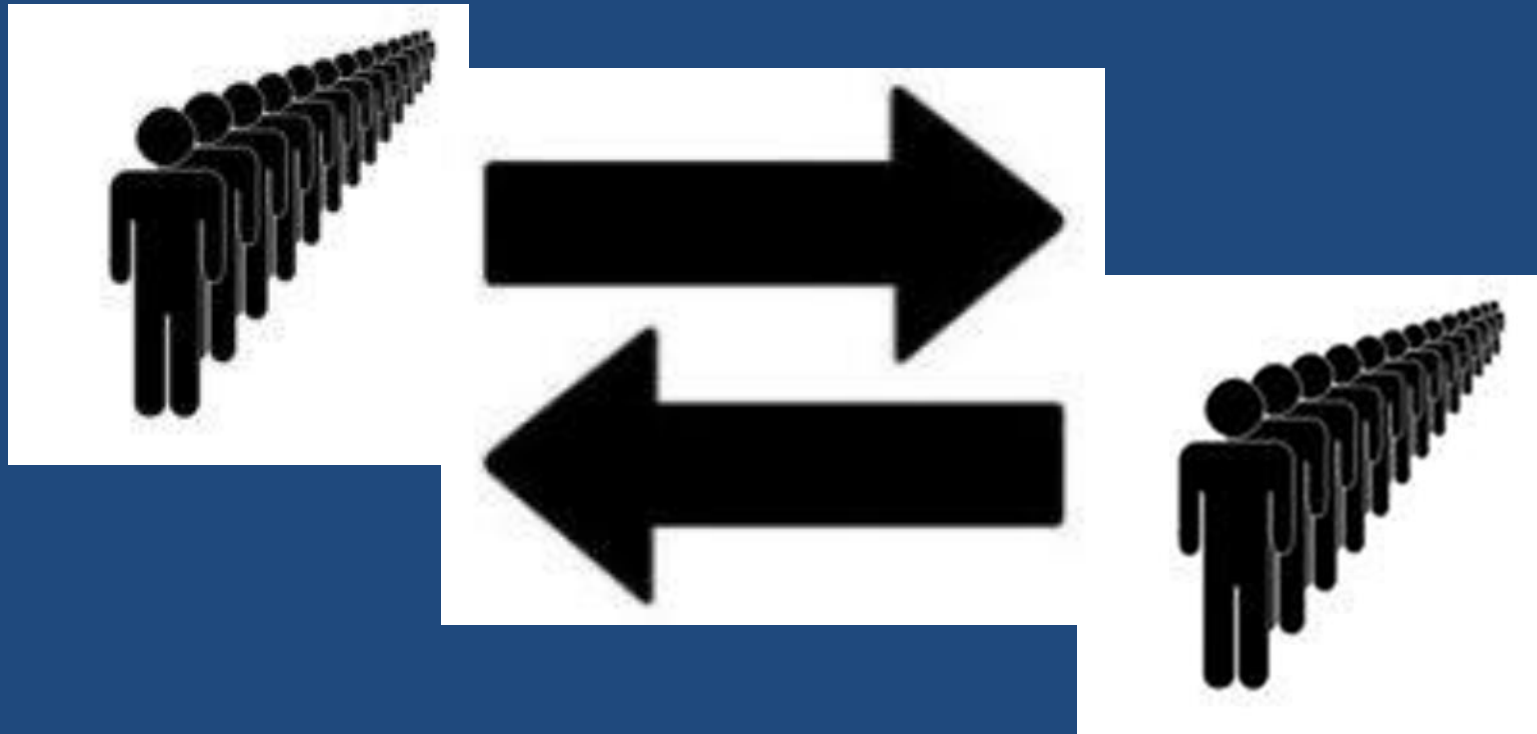
Annual
government
on-site
inspections for
compliance
with
employment
law, rule and
regulation



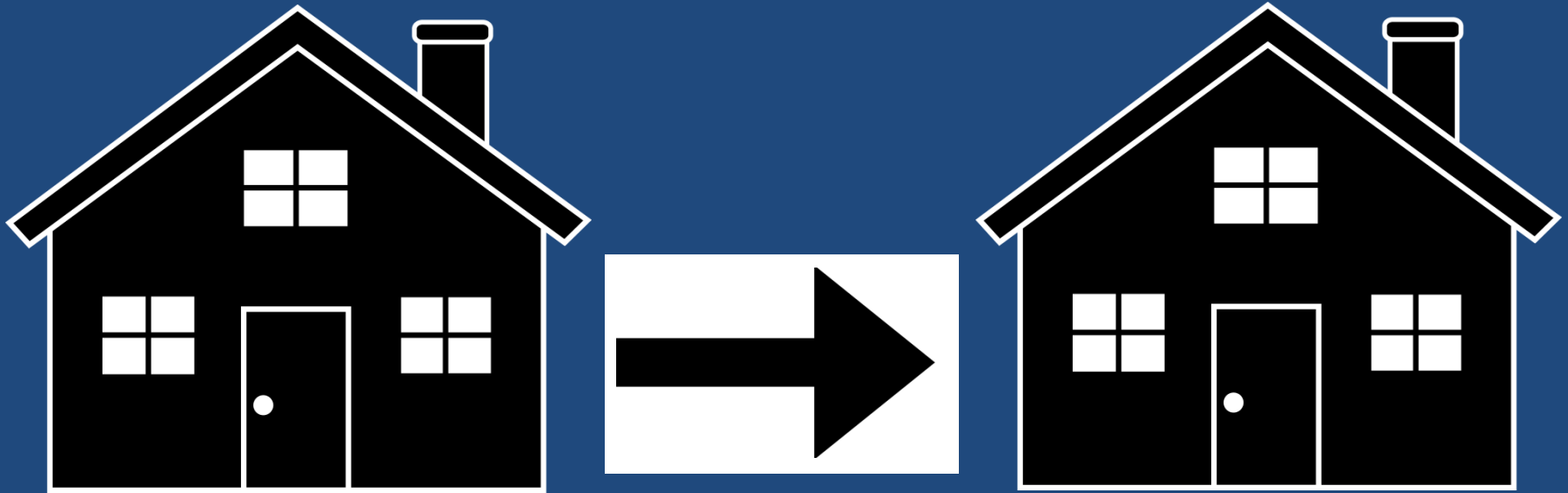


This company has been inspected for compliance with U.S. government equitable employment practices

The workforce can be deployed to where it is needed through national vacancy announcements, applications based on personal choice



Requests for Lateral Transfers will be
Approved to Minimize Hardship,
Accommodate Preferences



Merit staffing – restricted to only qualified applicants / selection panels rank applicants instead of deciding official / composed of impartial personalist or employees at large



Standard application (with one page blank) with the person's knowledge, skills, and abilities (KSAs) or core competencies



The image shows a close-up of a person's hand, wearing a blue and white striped shirt, using a black Sharpie marker to fill out an 'Employment Application' form. The form is white with black text and lines. The title 'Employment Application' is prominently displayed in a large, bold, sans-serif font. Below the title, there is a section labeled 'Personal Information' in a smaller font. The form includes several fields for personal data: 'Full Name' (with sub-fields for 'Last', 'First', and 'Middle'), 'Address' (with sub-fields for 'Street Address', 'City', 'State', and 'ZIP Code'), 'Date', 'M.I.', 'Apartment/Unit', 'Phone:', and 'Social Security No.:'. In the top right corner, there is contact information for the 'Full Business Portal', including the address '44 Miller Place, Big Falls, NJ 09542', email 'info@FBP.com', and website 'www.bigbusinessportal.com'. The hand is currently writing in the 'Full Name' field.

All vacancies posted nationwide,
geographically and by occupational
series

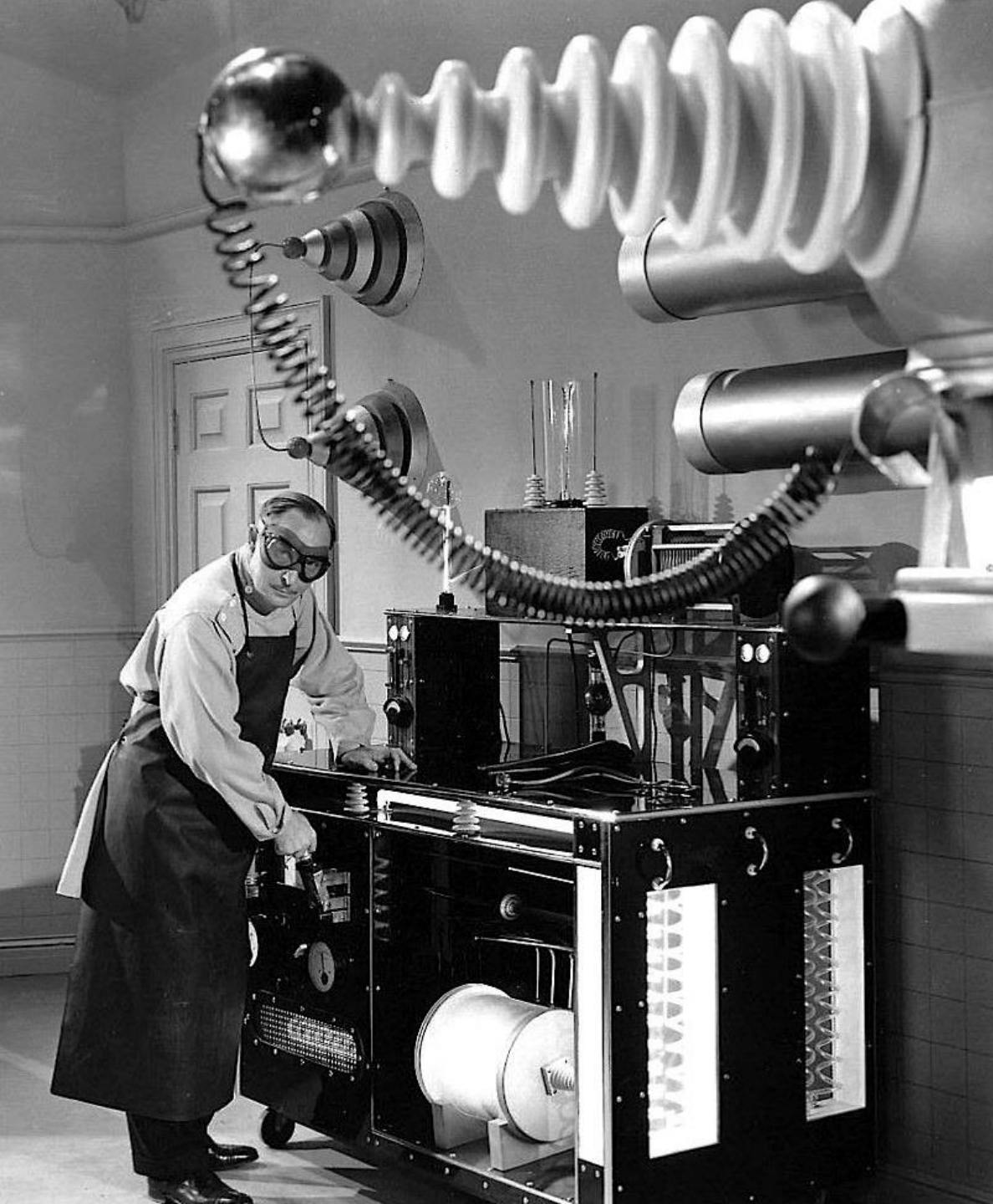


All positions classified as to 3 to 5 “critical elements” or skill set



**Critical elements for a
basketball player: dribble,
pass the ball, shoot baskets**

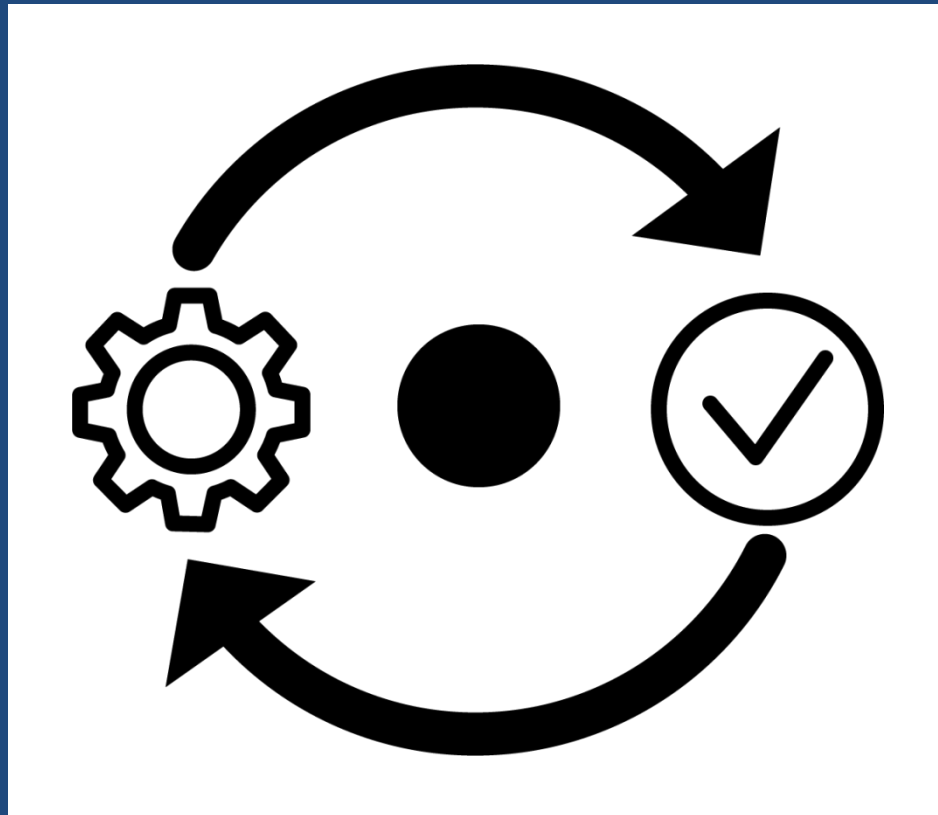




Excepted
service
compensation
for
employment
for uniquely
qualified, hard
to fill positions

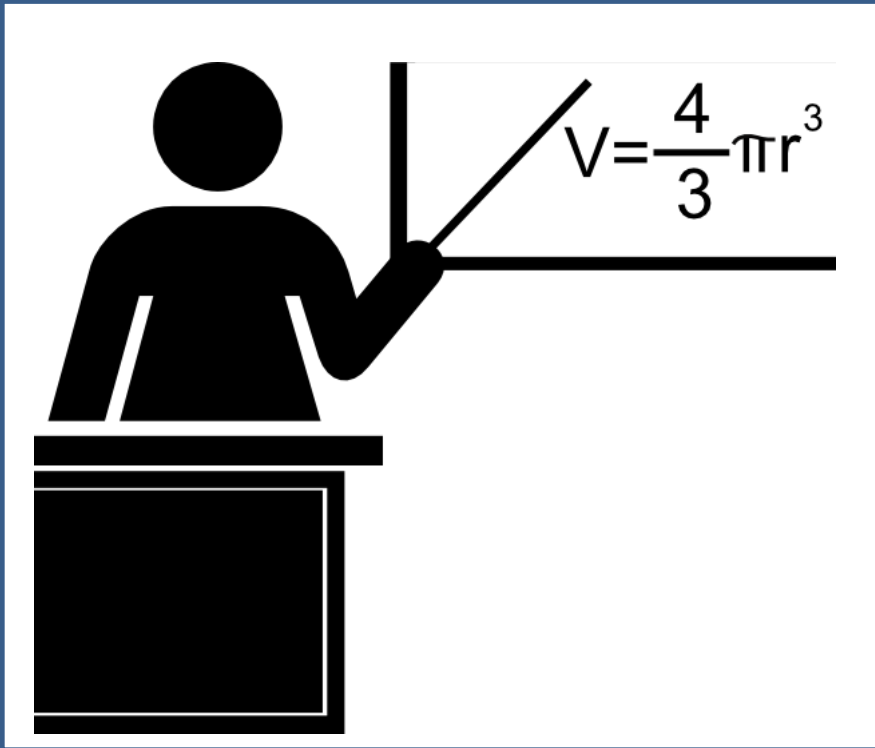
The US economy per these measures is
not planned, with no stipulations as to
scale or direction

control
icon



control
icon

Development of a World Class Workforce

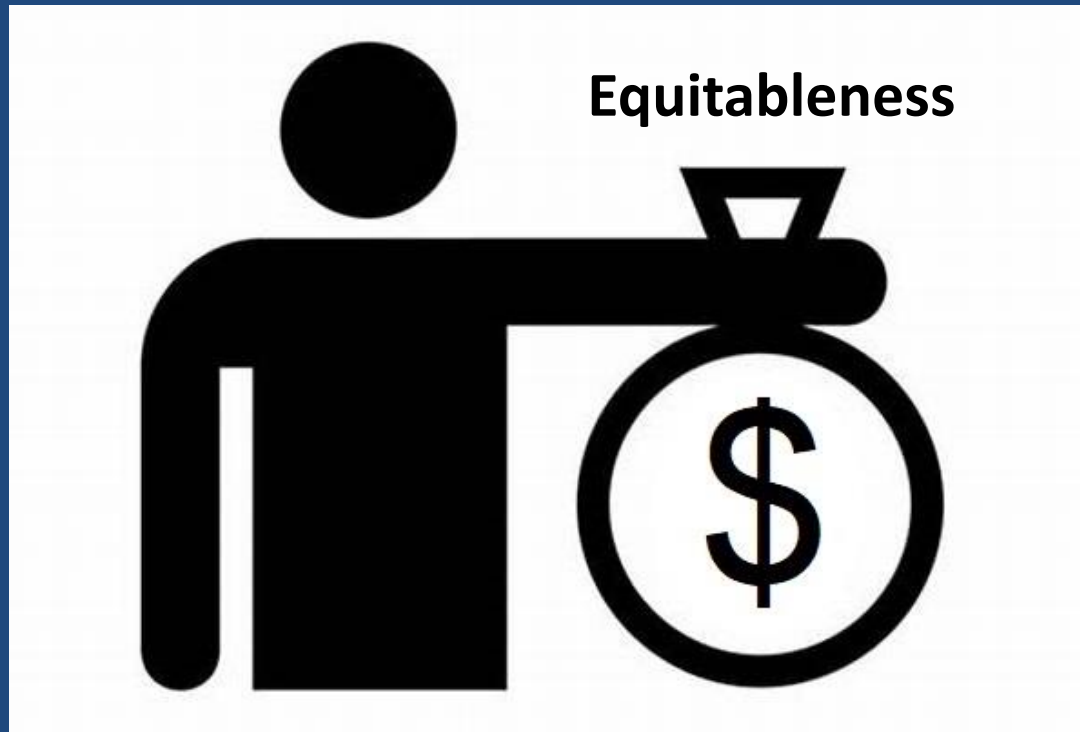


A nationwide
network of
schools or
apprentice
programs will be
made available at
no cost by the
Dept. of
Education

All positions must incorporate a career ladder plan for upward mobility
Employees recruited for 3 year internal training positions



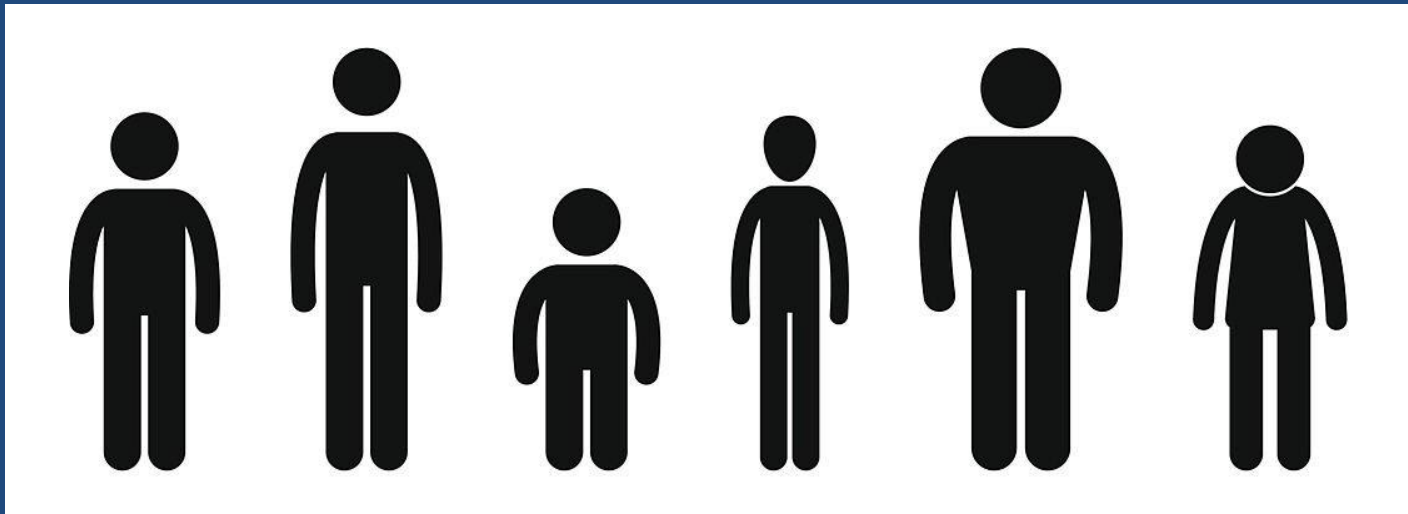
All position must offer the minimal range
of pay and benefits / paid sick and vacation
leave / healthcare plans / cost of living
adjustments / locality pay / hazardous duty



Actions should be taken to bridge the class divide of capitalism, and eliminate the decadence that comes with position or privilege



No Disparate Treatment –
all employees will be treated fairly and
equitably in the administration of
personnel policies and practices

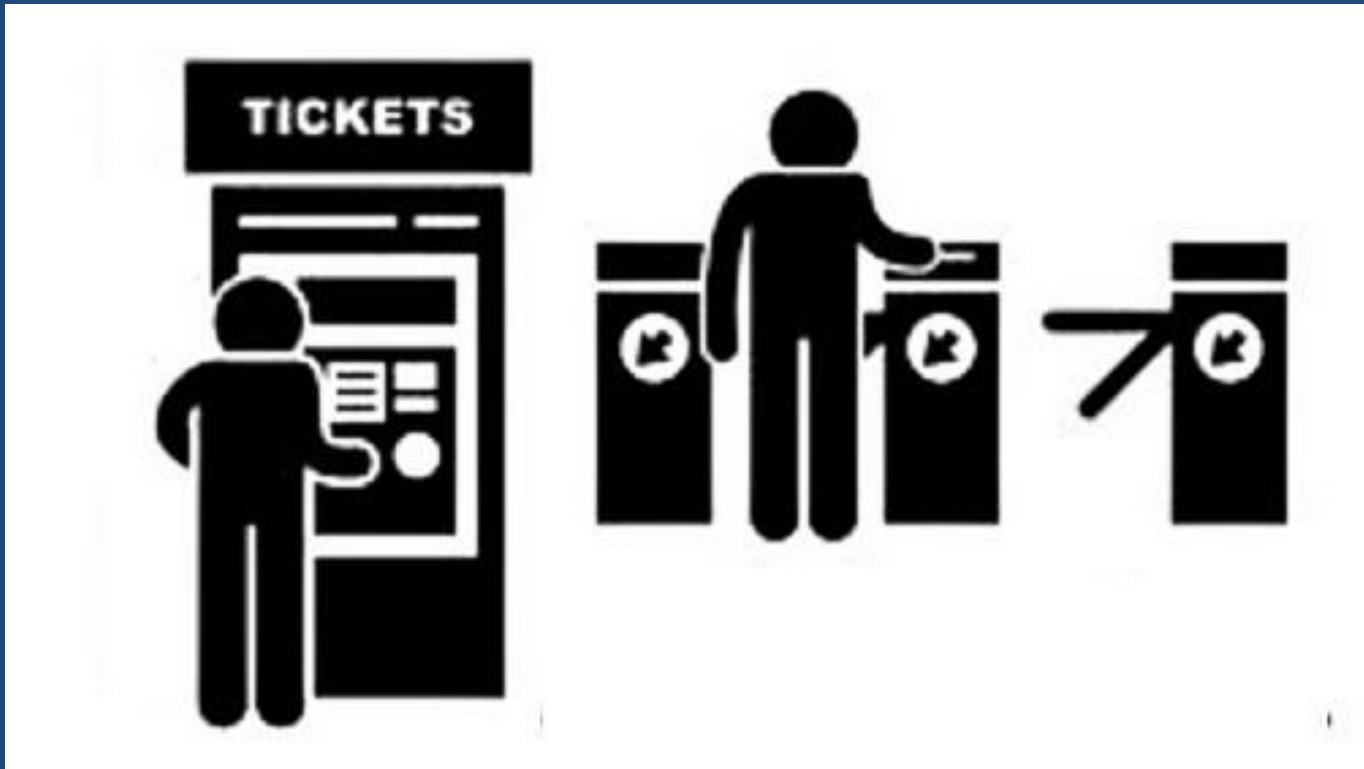


Allocation of Profits Ranked by Priority



1. Personnel
2. Internal maintenance and improvements / capital projects
3. corporate tax
- 4 . investors

No transportation costs will ever be paid for by an employee, portal to portal



Menu of work-at-home arrangements
and alternate work schedules (AWS)
should be available for employees to
select from





Employee Initiated
Proposals
for either for short
or long term
changes will all be
given consideration

There should be no quantitative assessment of an employee's performance



In order to
encourage co-
workers to
assist one another



Performance awards for units only
meeting and exceeding production
goals - monetary, special act or annual



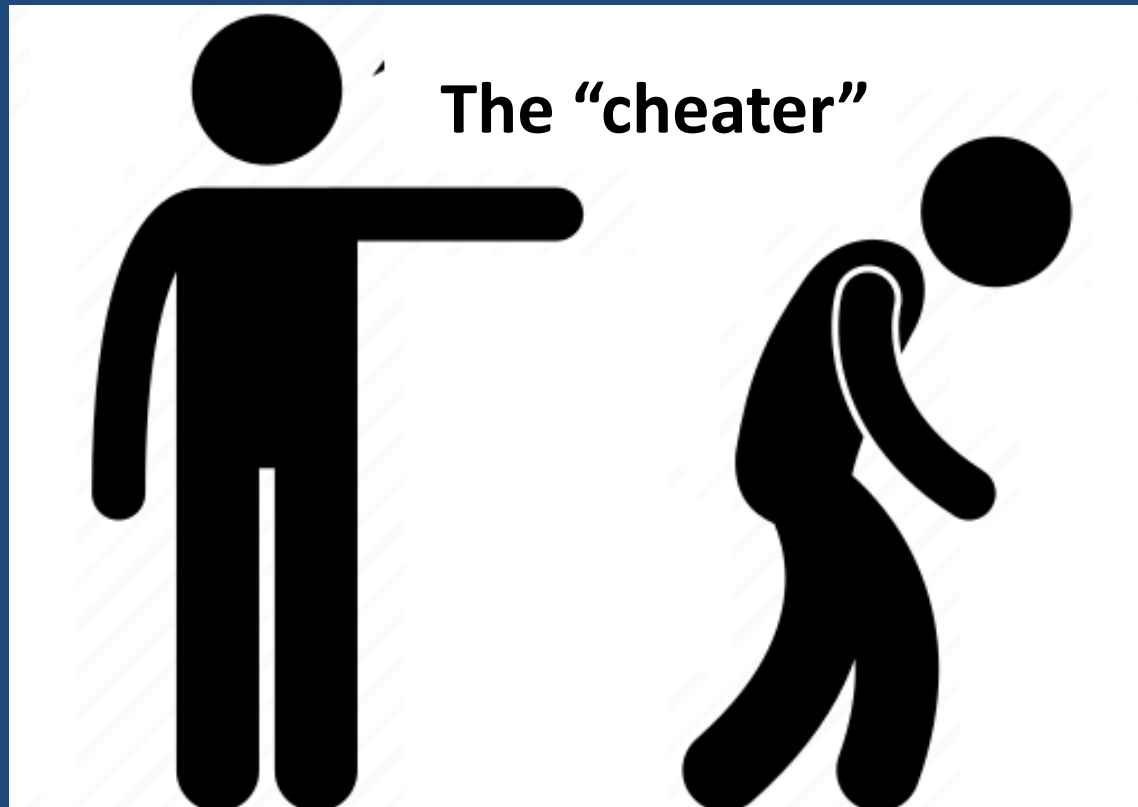
Family Friendly labor laws will be
applied in all workplaces



Seniority or years of credible service
will be acknowledged and recognized



Discipline possible for either conduct
or performance issues, resulting in –
suspension, demotion, or removal



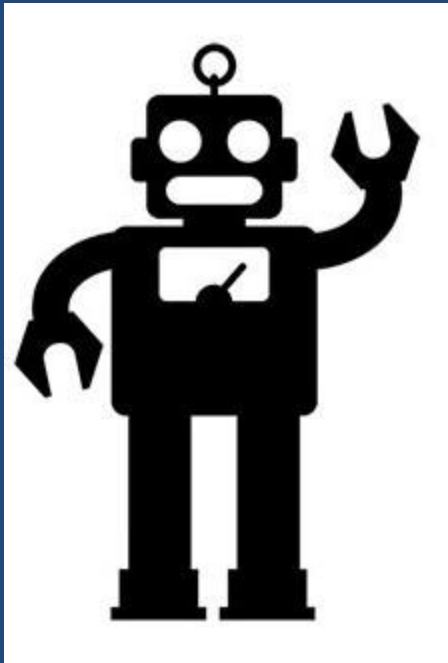
All employees or units must be afforded an opportunity to improve

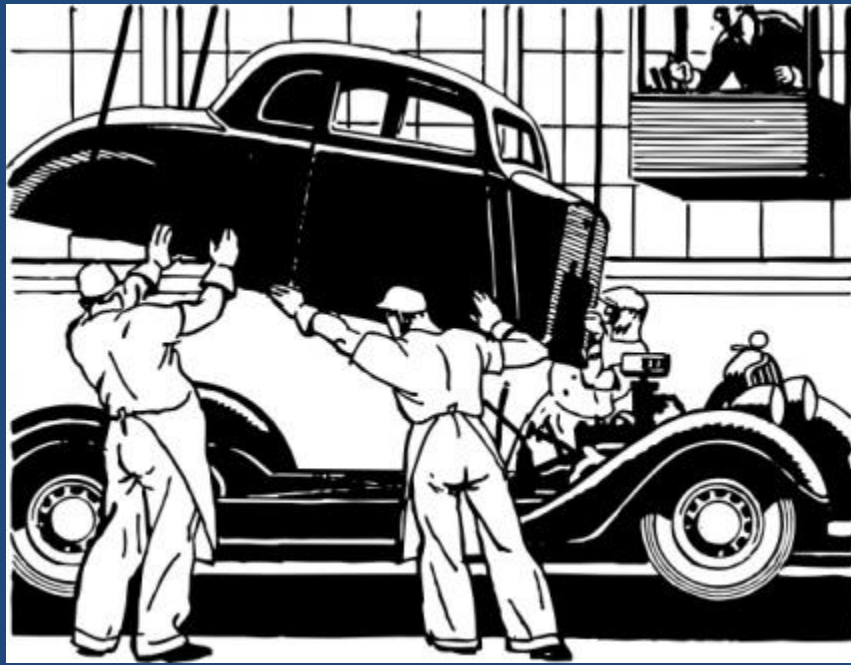


Mandatory outplacement undertaken
before closing of a company, factory,
store or restaurant is authorized



or job abolishment due to robotics AI





Next Stage of
Development
nationalization
of specific
industries



Eliminate all commercial, for-profit,
private sector farm / food operations



Unit of farm labor performed with common purpose



People's Food Station #7



A bright future awaits us



If we act with a common
determination



“It won’t be long now, comrades”



Parting question:



1) Do you want to work with Chuck
for bringing about Equitable
Employment,

or

2) No, I prefer to remain an
insignificant pawn whose only
purpose is to obey

Thank You for Coming!



A CoC Best Speech Award Winning Presentation

