

## Labor Market/Site Surveys

---

Our attorneys are sometimes called upon by clients considering expanding into new markets to conduct a survey of local employers and employment conditions in a given area. Our role involves visiting the area and assessing the geographic location, its notable characteristics and major industries.

We analyze the availability of labor in the area and the profile of the work force, as well as the extent of union organization and activity. We also meet with local employers to ascertain employee work ethic and morale and the overall relationship between labor and management, with the goal of providing the information the client needs to assess whether or to what extent to move into the market in question.

### Experience

Our role in this area includes, but is not limited to:

- ✓ Visiting the area the client is interested in and assessing the geographic location, general population, notable characteristics of the area, major industries and employers present in the area and businesses which have recently left or located to the area.
- ✓ Assessing the availability of labor in the area including ascertaining the current unemployment rate, the communities from which employees are drawn, the recruitment process and the general availability of skilled employees.
- ✓ Evaluating the profile of the work force including its EEO make-up, employees' productivity, work ethic and morale, absenteeism and turnover statistics, and any drug, alcohol or theft problems.
- ✓ Conducting a review of the extent of unionization in the area, specifically the percent of companies that are unionized, employee attitude toward unions, active unions in the area, historical and recent organizing activity, any work stoppages in the area and local employers' relationship with the area union(s).

## Labor Market/Site Surveys

---

- ✓ Analyzing area wages and benefits including the starting, mean and maximum wages and the benefits enjoyed by employees, for example holidays, vacations, health insurance and pensions.
- ✓ Gathering feedback and data from employers in the area on the overall relationship between labor and management and meeting with economic development organizations.

Each survey is tailored toward the client's specific needs, with the overall goal of providing the information the client needs to assess whether or to what extent to move into the market in question.