

# Living in an Employer's Market

By: Beth Lincow Cole

<http://www.humanresourceattorney.com>

For a few years now, headlines have blared about mass layoffs, company downsizing and a shift to hiring overseas.

Even though the nation's unemployment rate has dipped recently, there remain a disproportionate number of people who are unemployed or underemployed as they feverishly search for employment opportunities.

Some are willing to accept positions outside their field of expertise, whether just for the paycheck or at least to get a foot in the door. Others have chosen to be more particular, which doesn't necessarily increase their likelihood of successfully securing the job of their dreams.

Employers advertising for even entry-level positions are finding themselves deluged with applications, both from the qualified and unqualified. That means it's taking them longer to find the right candidate because they have to sift through more paperwork, check additional references and so forth.

So what does that mean for employers? Employers conducting background checks should have job-related reasons for conducting the checks. Employers should also be sure they are complying with federal and state laws governing background checks. Further, employers should verify the information received by the applicant. This effort is time and money well spent. A little time and money can save a lot on future problems and employment claims.

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PA and NJ companies-- When was the last time your employee handbook was reviewed? Outdated policies can be as dangerous as having no policies at all. Call for a handbook tune-up and receive a special discounted flat rate available to our followers. Can your company really afford to wait?

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## About Beth Lincow Cole

Employment Law Attorney Beth Lincow Cole has skillfully helped business owners and managers head off the unwanted and unnecessary lawsuits that can arise in the workplace. Drawing on her successful legal experiences both in and outside the courtroom, Beth Lincow Cole understands how to protect employers. By developing solid pre- and post-employment procedures for her clients, she assures that they are legally protected.

Beth Lincow Cole has worked for large regional and national law firms, focusing solely on employment issues, on behalf of management within a wide range of industries. Whether you are a start up company with basic questions about personnel files or a larger company with questions about an employee's Family Medical Leave, Beth Lincow Cole can help. Drawing on her experiences, she counsel's companies in the following practice areas:

- Defense in administrative agency matters such as before the DOL, EEOC, PHRC or NJDCR
- Department of Labor Audits
- Discrimination
- Downsizing/Reduction in Force
- Drug Testing
- Employment Contracts and Severance Agreements
- Employment Law Compliance
- FMLA and other family leave laws
- Independent Contractors/Contingent Workforce

Please contact the firm to find out how the Law Office of Beth Lincow Cole can protect your company.