

The Five O'Clock Club

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“My Employer is Abusing Me” Job Hunters Say They May Jump Ship When Things Look Better

(New York: May, 2003)—With the climbing unemployment rate and fledgling economy, many managers have adopted a “be glad you have a job” attitude toward their employees. Severance packages and outplacement help for the downsized have continued to dwindle, and survivors of layoffs are being asked to put in 70- and 80-hour weeks to pick up the slack left by their former co-workers. Employers who take a shortsighted approach to the current economic situation, overlook the undeniable fact that things *will* get better.

“The same thing happened in the '87 to '92 recession,” says Dr. Richard Bayer, a widely published economist, ethicist, and C.O.O. of The Five O'Clock Club (<http://www.FiveOClockClub.com>). “The balance of power between management and employees shifts over time. Right now management holds most of the power, but that will change relatively soon: the war has ended quickly, and the economy will rebound.”

“Though we never advise anyone to quit their job,” asserted Bayer, “we have a lot of people asking what they can do now to prepare for when the ball is in their court.”

Bayer outlined the following tips for job hunters waiting for the upswing:

- **Develop Your Long Term Plans**— Where would you be working if you had a choice?

- **Jot Down Your Accomplishments in Your Job**— When you are ready to search, you may not be able to remember all the amazing things you have done. There is a reason you were asked to work longer and harder: your skills are valued.
- **Informally Speak to Others in Your Industry**— Find out what is happening in other companies. You can do this by going to association meetings, and reading trade journals. Contact experts who have written articles. Are other employers in your industry being abusive too? If so, it would be good for you to know this and begin thinking about other industries that may treat people more fairly.
- **If You Don't Have Time for a Job Search, You May Be Stuck Until You're Dumped**— So you have to make time, but in a way that does not jeopardize your job. Take longer lunch breaks, or request time off. You can easily squeeze time in for job interviews or networking meetings.
- **Have Your Spouse or a Friend Help With 'Practice Interviews'**— Practice how you'll position yourself when the time finally comes.

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The Five O'Clock Club is the nation's premier career counseling organization. It is the only career program in which members meet with professional counselors and peers on a regular weekly basis in a friendly, club-type format. Meetings are held every evening throughout the country.

Richard Bayer, Ph.D., an economist, ethicist and author on labor economics, is the Chief Operating Officer of The Five O'Clock Club. He is a frequent guest on local and national media including the TODAY SHOW, CNN and others. He and the Club have also been featured in *The Economist*, *Success* magazine, FORTUNE magazine and other publications. Dr. Bayer is co-chair of The Employment Roundtable, and a member of the Board of Workforce America (The Five O'Clock Club's not-for-profit arm, which helps adults in Harlem).