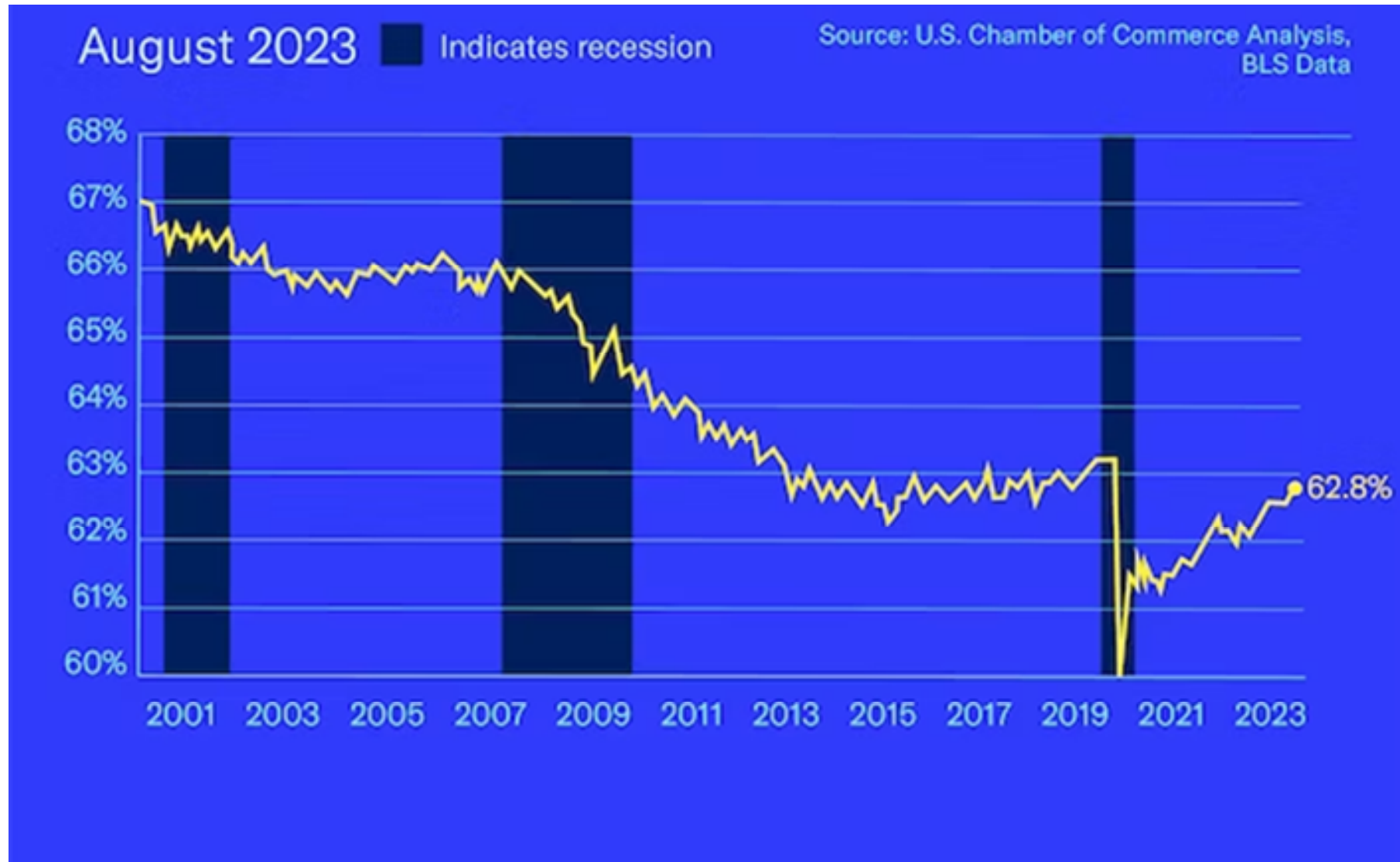
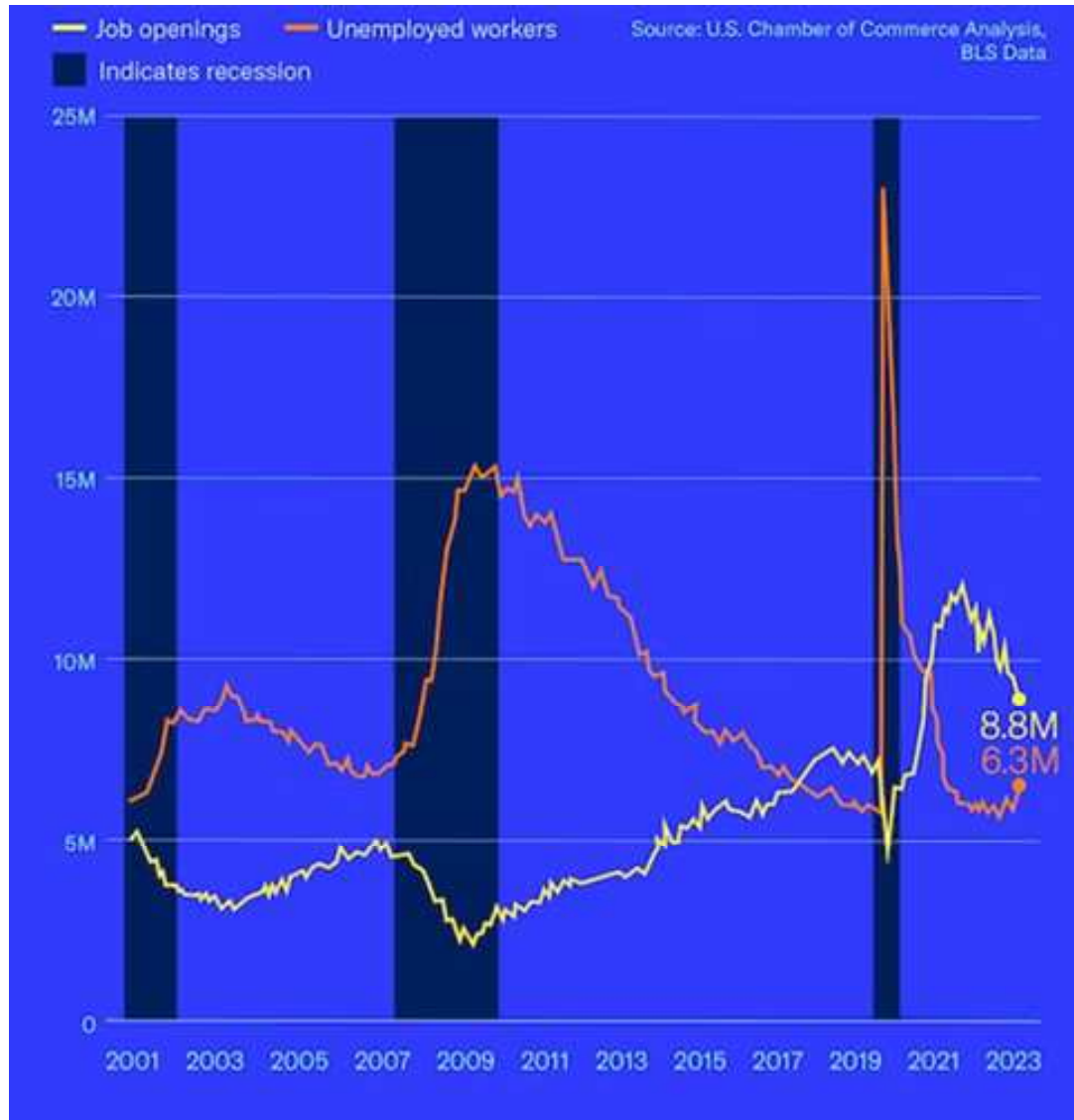


WITHSTANDING LABOR CHALLENGES IN THE MANUFACTURING SECTOR

Labor Force Participation Rate



Job Openings vs. Unemployed Workers



National job openings vs. number of unemployed workers

Several factors have come together to cause the ongoing shortage/gap

- Early retirements
- Net international migration to the U.S. is at its lowest levels in decades
- Lack of access to childcare
- New business starts
- An increase in savings

The Great Resignation (August 2023)



Manufacturing in the U.S. (IBIS World Report)

- There are 11,190,902 people employed in the Manufacturing industry in the US as of 2023.
- The number of people employed in the Manufacturing industry in the US declined -1.4% on average over the five years between 2018 and 2023.
- The average Manufacturing business in the US has 17.6 employees.
- The average business in the Manufacturing industry in the US now employs more workers than it did five years ago.

U.S. Bureau OF Labor Statistics

Series Id: CES3000000001

Seasonally Adjusted

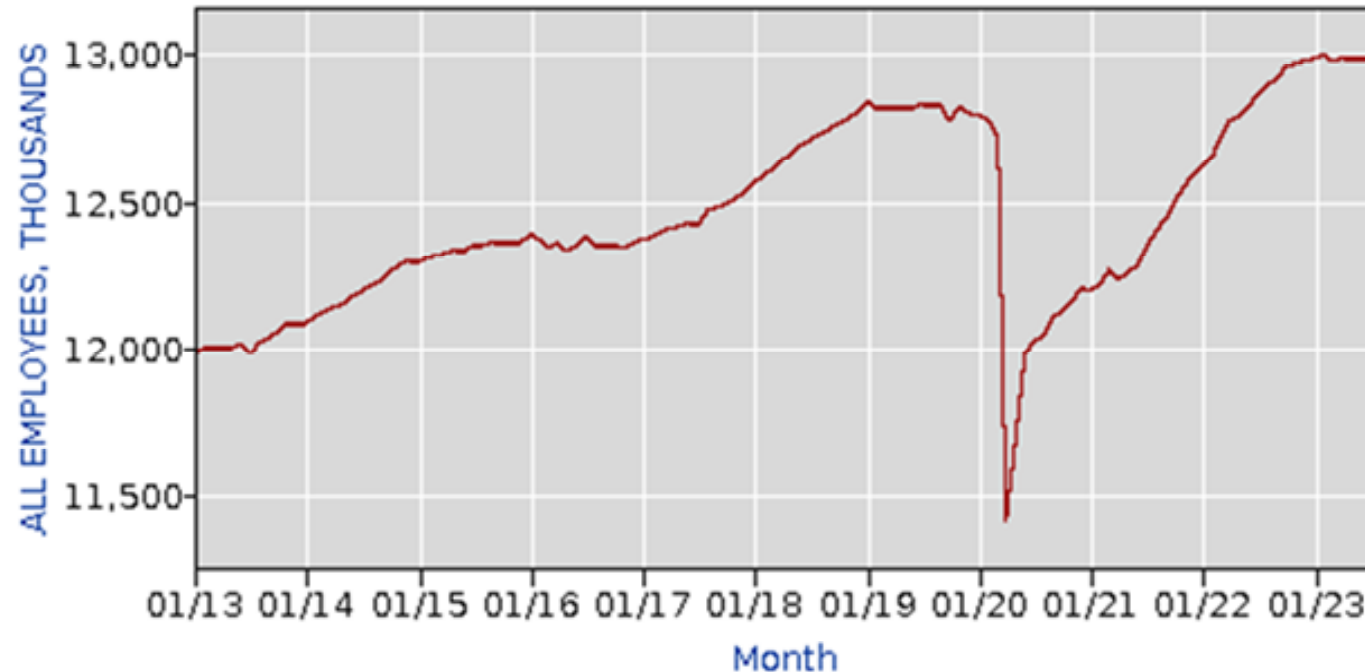
Series Title: All employees, thousands, manufacturing, seasonally adjusted

Super Sector: Manufacturing

Industry: Manufacturing

NAICS Code: -

Data Type: ALL EMPLOYEES, THOUSANDS



Biden and His Administration

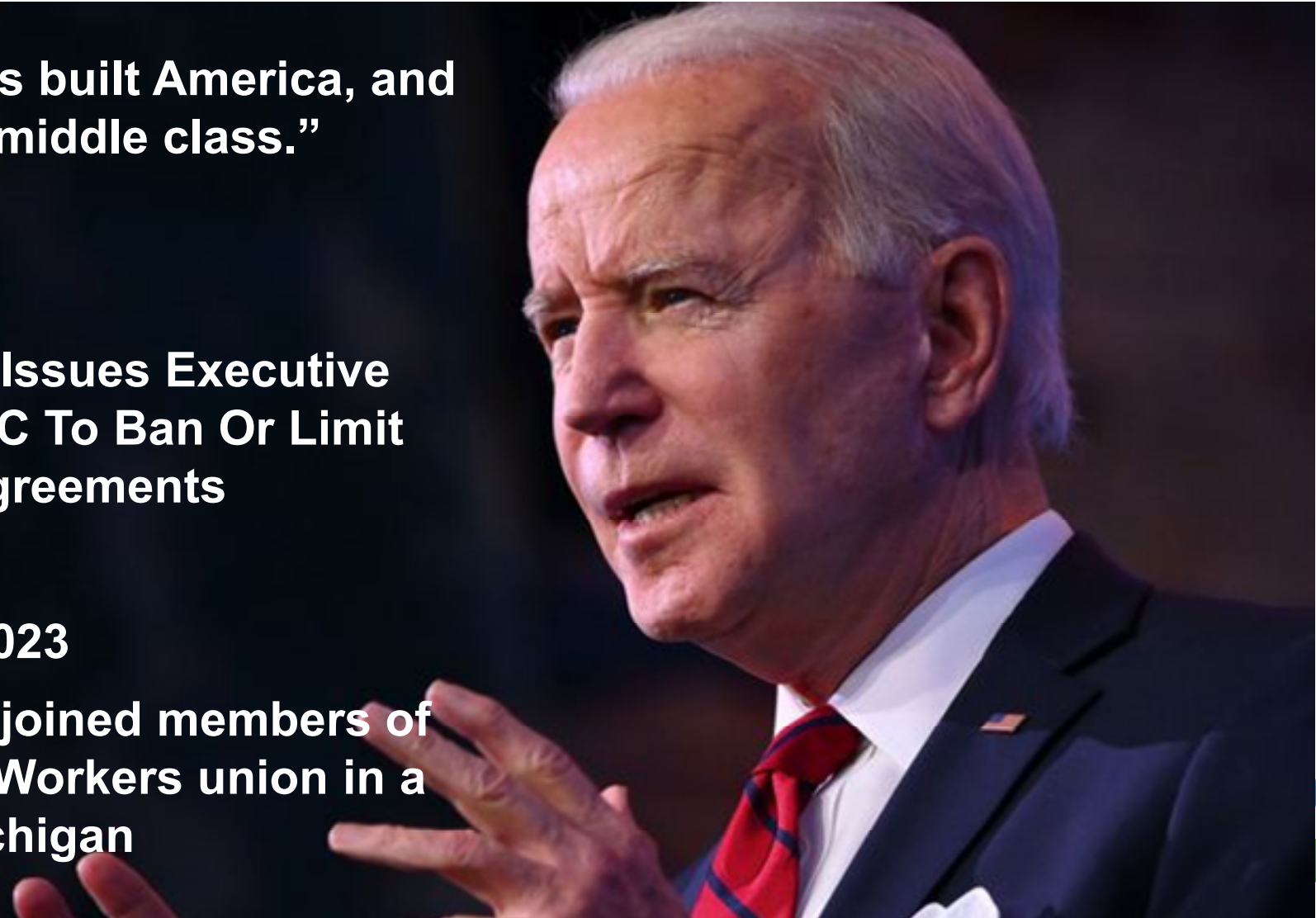
“The middle class built America, and unions built the middle class.”

July 9, 2021

President Biden Issues Executive Order Asking FTC To Ban Or Limit Non-Compete Agreements

September 26, 2023

President Biden joined members of the United Auto Workers union in a picket line in Michigan

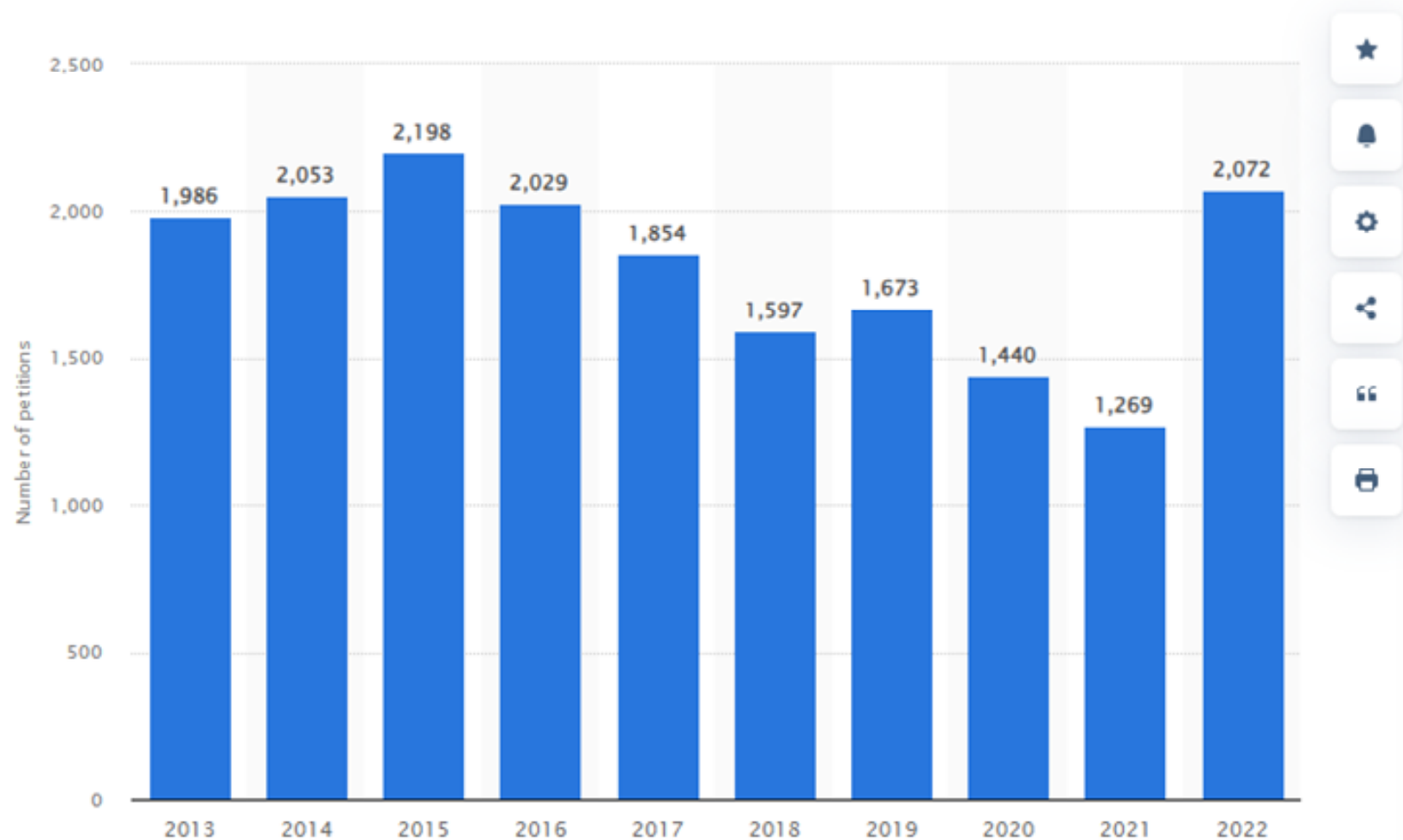


Labor Shortage and Union Strikes

- Lagging wages have been a sore point for unions for years
- Rise of strikes in the past couple of years is largely due to labor shortages
- increased bargaining power of workers
- reduced risks typically associated with strike activity
- 2020: 27,000 strikers
- 2021: 80,000 strikers
- 2022: 120,000 strikers
- 2023: Bureau of Labor Statistics suggest that numbers are likely to rise further
- 1974: 1.5 million strikers

Filed Petitions for Unionization

Petitions filed to hold an election to form a labor union in the United States from 2013 to 2022



Employment Law Developments

- FLSA Salary Threshold
- Independent Contractors
- EEOC Charges
- Pay Transparency
- Accommodations
 - The EEOC provided new guidance for employers navigating the ADA
 - Federal expansion of protections for pregnant and nursing mothers (PUMP Act, PWFA, EEOC's proposed enforcement guidance)

Employment Law Developments

- Restrictions on Noncompete Agreements
- Recreational Marijuana's Impact on Workplace
- Diversity, Equity, Inclusion and Belonging
- Artificial Intelligence in the Workplace

THANK YOU!



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