

# LABOR AND HIRING NOTICE:

JANUARY 26<sup>th</sup> 2023

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*Originally Published on: Facebook Commercial Pages, Officers Section*

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Small hint: It is illegal to publish a job opening unless the job has a hire-by-date. This prevents “resume phishing” (collecting resumes under general information for use outside the applied job role).

A company will ask if they may keep the resume for future reference. Say no.

This obligates the firm to look at your present status, not changes or omissions in your history. Beware any company who claims they have a legal right to know every job conditional hiring. Non-compete agreements may require disclosure, but it is a right to privacy if you were abused at a job or business to refuse to report that employer or school which may misrepresent your legal dispute with them to harm employment.

A job history is your experience toward employment, not a “rap sheet” by which you are qualified to join a “class” of worker or pay grade. Socialist employers wrongly style people based on their job or pay history. Compensation history is NOT a valid measure for any future job, nor is management experience or education a real metric. It is just a method to negotiate lower wage and position by hiring parties. Experience is fine. But if you were trained by a corrupt organizational practice, it can be worse than no experience at all.

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## MAKING THE JOB

The best way to find a job is to make one.

Find an employer. Ask what they need. Enter the job with the clear understanding your work and unit must produce revenue to pay not only your salary but two others at least in profit above cost, and demonstrate your work through consistent offer of service and sample work. If you are expecting there to be a job posting prior to that, you are incompetent.

Good workers create positions and process that is revenue generating - while demonstrating clear boundary expectations and separation between their role and negotiated scope of work from the company as a separate entity.

Nothing is more disgusting or dangerous than a firm who hire people and style them as “members of a family” or other “codependent” social dynamic. Workers lured into these positions can expect subsistence pay, minimal benefits, and termination often comes as a shock to them due to a false reliance in a fraudulent contract of future employment that is implied but never real or genuine.

Take profit. Your earnings may exceed your income requirements. You, not your employer, are expected to save money and manage your investment and financial risk. This means there will be fat times and thin times. Putting that on your employer and expecting high pay are contradictory financial plans.

Either your employer acts as your savings and parent, or you do. Expecting both high pay and job security is irrational and absurd.

Socialists often confuse the poor by presenting this sort of false inclusive job-security and medical insurance and other benefits - to justify exploitation and abuse of unskilled and incompetent labor. Incompetent does not mean young. Age has no bearing on lifelong financial and emotional incompetence, and the problem worsens with seniority - as older workers are far less productive and risk averse.

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## LEARN TO ASK

Ask a company in your area what you can do. And do not be surprised when the company says no; or declines to list jobs it clearly needs or would hire for. Labor law prohibit the publication of such needs and general hiring deadlines often mean that lack of qualified candidates or criminal or legal threats preclude a regular job hiring. Acting like the company cannot hire is some proof of right while that firm is under racketeering and criminal unregistered labor tactics is also accessory to a fraud, and a tactic of union and socialists to openly intimidate labor and damage business.

When unions object to being barred from hiring for illegal practices, they will often engage in illegal rhetoric and threats - as we see in the Dallas Data Center harassment and custodial interference to extort criminally.

Hobbs Act violations and other Federal Laws are often refused protection by small town and State agents; and that is why real businesses leave small communities like Texas and Oklahoma for more effective countries like China and Russia. Labor organization to overcome the ownership of businesses is no different than farm hands organizing to take the land from a farmer if he does not pay them more than the bank mortgage or other business costs allow. Labor do not understand hidden costs or stakeholder agreements and returns conditional monetary investment in poor communities; and when such abuse breaks agreements - stakeholders and investors usually have an exit or severability clause to stop participating in the investment, regardless of impact on labor.

Don't be that guy (or girl) who tries to force a company to hire in your area - and gets the investors so upset they stop writing the company checks for payroll and factory development. That is not a negotiation strategy. It is a criminal act to fail to respect the boundary between business owner and labor, that is essentially hire-to-steal.

Equity and share ownership matter. If you do not own LEGAL INTEREST in the business or product, taking or damaging it as a negotiation tactic is criminal. Even if local law enforcement or the District Attorney do not act, investors and hiring parties will view this as organized crime and respond accordingly.

Acting like a "gangster" where businesses and property are involved, or abusing and withholding and concealing children from ORDERED POSSESSION (a right at law) is a crime. The long-term outcome is not lessened by inaction. It is irreparable and permanent injury by which you, your community, and your state and national credit are impacted beyond any normal fiduciary or legal authority to redeem.

Genocide is still a war crime.

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## **RACISM**

Racism is still a serious hate crime in abuse and violence against families and children to obtain commercial or social benefits or advantage.

Any person associated with such acts is a war criminal, and traitor to the human race.

If you cannot agree to these basic “boundaries” or attest to a “social contract where rights at law are privileges made in-consideration of other acts”, then you are automatically disqualified from working for my firms or access to our services and property.

Democratic Socialism would hold under “Young Hegelian” model, that all of these “rights” are negotiable, and failure to exercise them even under criminal duress mean they are void and not entitled restitution or remedy.

This is criminal, and violates Oklahoma Constitution Article II-6 and XXIII-1A.

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## **CIVIL CONTRACT TERMS MAY BE VOID**

Civil contracts like terms of service or employment or court orders styled as collateral contracts (contracts made by agreement upon real laws and pledge of enforcement of those laws) are void, where they violate any “right by law” per Oklahoma Constitution Article XXIII-8 and XXIII-9. You cannot “sign away” your rights, nor be accused of doing so, and especially not under criminal coercion of any kind (deprivation of contact with a child, threat of imprisonment, threat to harm property or family or to blackmail or defame).

Once these actions are clear in context as fixed rules - foreign to the “Young Hegelian” (Communism) theory of rights in a “Democratic Socialist” form of society or government, their defect and attack upon title and property rights derived from such registered property at law is exceptionally clear seditious conspiracy and treason against a public office of the public trust.

If by college age you do not understand these rights, your education system and teachers have utterly failed you - or worse: set you up to be an exploited slave to a large organization that will use your labor and discard you at-will, substituting real compensation with a false promise of inclusion and false-sense-of-family made by incorporation or unregistered social “racketeering and organized criminal syndication”.

Find your job. Do not make someone ask you to do it. By the time they do, they will be hiring unskilled labor to fit the minimal criteria of a wholly unsustainable false promise of employment security.

This is why I love contracting.

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## CONTRACT TERM ROLES

Contractors come - do - and leave. They are wholly aware the product and the responsibility is theirs alone, and the outcome beyond the job scope is the responsibility of the receiving entity - not an express or implied promise of success, merchantability, or fitness of purpose that confuse the lines of work scope and outcomes without factual contractual and defined compensation limited to the task and purpose of the work.

You may be hired on term, not full time, as a trial in any job. W2 and 1099m terms depend on your business structure and benefits. Contracts cannot exceed 12 months or be exclusive, so W2 limited term job scope is a very real trial period for some roles. Generally speaking, walking in and expecting to be handed a “forever job” is naïve, unless you want a subsistence position and are ready for the lower pay and limited advancement. Unions are all for that. They see every job as a subsistence or collective bargaining job; and deny any other form of trade even exist or has a right to (both for employees and employers).