



case study

A Company Solves Employment Legislation Concerns and Positions itself to Attract & Retain Great Employees

Situation

The organization is a fast growing information technology company that currently employs 20 people. Over the next year they will aggressively grow their business and gross revenue will double as will their employee head count. The company has started to experience staff turnover and are finding it hard to recruit good people. The owner is frustrated because he feels that he is spending far too much time dealing with employee issues and not enough time on growing the business.

- Employees are starting to complain that they are not being treated fairly.
- Owner has just spent the morning on the phone speaking to the Employment Standards Office about a complaint filed by an employee regarding overtime pay. Owner realizes that he has not been paying overtime in accordance with the legislation and will have to make retroactive pay adjustments. In addition, he will most likely be levied with a costly fine. Owner is also concerned about the negative impact this will have on the company's reputation.
- Staff morale is low and the company's best salesperson has just handed in her resignation.

Salopek & Associates Value-Added Solution

Owner needs help! He picks up the phone and calls HR Specialist On-Call. Within an hour he is connected with a Payroll Specialist who listens to the overtime problem and offers to call the Employment Standards Office to discuss the issue. Within two hours, Owner has heard back from the Specialist. She confirms that, although there is an issue for one employee, there is no concern with the other employees as they are exempt from overtime pay. The Specialist agrees to come to the office to deal with the complaint and to complete the necessary paperwork. While at the office the Specialist will conduct an assessment of the company's employee programs and processes. She will work with the owner to put a work plan in place to ensure that the company is legislatively compliant and well positioned to attract and retain the people they need to grow their business.

Result

Salopek & Associates assisted the company with their human resource issues enabling the company to be legislatively compliant, and well positioned to attract and retain great people.