

HR ON CALL

Human resource solutions that work for business – available when and where you need them

HOW WE HELP

When you call or email HR @ Your Service with a question or situation, you can count on:

Expert advice on HR best practices

Understanding the relating legislation, legal requirements or human rights procedures

Straightforward guidance including next steps and action items

Appropriate dialogue and questions for navigating challenging situations

An approachable, knowledgeable HR practitioner who has "heard it all" and can advise on the most unusual or just-need-to-double-check situations.

CONTACT US TODAY



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PEOPLE FIRST
HR SERVICES

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FREQUENTLY ASKED QUESTIONS

I have an employee that started two months ago and they have now just told me they are expecting a baby and requesting maternity leave. They never disclosed this during the interview or when they were hired. Am I obligated to keep the position available to them?

I have an employee that brought me a doctor's note that says they are to be off work for two months with no other information. What am I allowed to ask? How much information are we entitled to?

We would like to schedule our employees an hour more each day from Monday to Thursday so that employees can leave early on Fridays. The employees are in agreement that they would not be paid overtime for the days they work more than eight hours a day. Can I do this legally?

I have an employee returning to work from a short term disability that indicates restrictions/modified duties. I am following what the doctor has ordered, however, the employee has refused the work. Can they refuse? How do I handle this situation?

These are just some examples of the questions we receive from our clients everyday. Additional support and resources from your HR On Call service includes:

Unlimited phone and email support between 9 am- 4 pm CST, Monday to Friday.

Guidance with employee discipline and termination

Labour relations advice

Respectful workplace guidance

Drug and alcohol policy best practices

Form and document development advice

Guidance in establishing policy and procedures

Monthly HResources newsletter