

I The Employee Handbook Every Word Counts

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the employee handbook is not only an essential tool of communication to the company s employees on their terms and conditions of employment but also serves as a means of communicating the company s rules and regulations which are usually not spelt out in the collective agreements the basic employee handbook generally covers employees who are not embraced by the union s constitution but the modern approach is to include the executive management terms in a separate section thus the executives management personnel will have all the terms and conditions of all employees but the non exempt employees will only have access to their own terms and conditions the section on communications is shared by all employees further the employee handbook can serve as a contract of employment when a new employee is hired in circumstances where the offer letter states your terms and conditions of employment are covered in the enclosed employee handbook the employer no longer has to write a lengthy offer letter detailing all the terms and conditions in his attempt to cover all aspects of the employee s terms of employment as well as the applicable benefits with the employee handbook he can write a brief letter of offer specifying the basic salary and major benefits e g car overseas trips perk annually and so forth and the termination notice he can conclude by stating all other terms and benefits are as presented in the employee handbook many employers feel that in a unionized

environment there is no need for the employee handbook because the terms of employment are covered in the collective agreement the reasons why you should still have an employee handbook have been covered above but where you have a collective agreement you should state at the beginning of your handbook after the introduction on the sections of the handbook that where the terms of the collective agreement cover any provision for employees covered by the scope of the agreement in this handbook the cognizant provision of the collective agreement shall supersede this however for all other employees unless specifically excluded in writing in their respective contracts of service the terms conditions and benefits as specified in the handbook shall prevail it is not sufficient to handover the employment handbook to each employee this should be communicated to all employees preferably in a classroom environment and employees must acknowledge receipt of such handbook one final thing the existing benefits which are not usually spelt out in the collective agreement can be included here i hope this employee handbook will facilitate the process of updating your company s handbook in companies where this exists and the development of new employee handbooks in companies and in countries where such handbooks are being developed for the first time this will obviate the need for engaging an experienced human resource consultant to develop such a handbook thereby saving the company several thousand dollars Isom note to make the handbook even more comprehensive you could have a section for executives and management who enjoy perks not extended to the non exempt employees also you could specify the maximum basic salary beyond which the employee is not qualified to receive overtime the section on executive management perks should only be distributed to the personnel concerned perhaps the most important clause is to incorporate the following into the employee handbook changes may need to be incorporated in this handbook relating to your terms and conditions and where these are required these will be communicated to

you because these will then form a part of your contract of service important the management should ensure all employees acknowledge receipt of the employee handbook and file the acknowledgement in the respective employee s personal folder

this concise yet comprehensive reference helps employers responsibly and effectively deal with the basic personnel issues they face each day it guides employers in the development of a cohesive personnel program that is tailored to meet their companies unique needs and goals the author explicates potentially confusing matters such as employment at will equal opportunity sexual harassment the disabled and immigrant and legal alien workers in lay terms and points out the dangers of oversight stressing the importance of consistency and documentation he addresses the full range of personnel issues an invaluable resource for any business that doesn t have a personnel expert on staff cd contains sample employee handbooks federal regulations and laws forms for complying with government programs and worksheets for assessing personnel needs and goals

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forms to help all policies and forms along with modifications and alternative language you can tailor to your workplace are available for download details inside

every company needs an employee handbook but not every company has one lawyers charge thousands of dollars for a handbook other do it yourself products don t offer the updated legal information and careful guidance necessary to do a good job create your own employee handbook bridges the gap with detailed explanations information on current state and federal laws and more than a hundred sample policies you can tailor to your own workplace

a landmark resource for executives managers and business owners on mastering employment law the first of its kind this comprehensive guide is a roadmap for navigating employment law complexities while building stronger more productive workplaces drawing from his four decades of frontline experience defending companies in employment litigation gerald l maatman jr follows the chronological sequence of employment relationships from hiring to firing and everything in between providing actionable strategies that have been stress tested in courtrooms across america not stopping there maatman reveals the hidden dynamics of how judges and juries evaluate personnel decisions sharing insights gleaned from winning and losing court cases teaching trial advocacy and hearing directly from jurors about what influences their verdicts readers will learn how to implement effective hiring practices and conduct fair terminations handle difficult employees and prevent sexual harassment problems manage documentation requirements and structure personnel policies that protect both companies and workers the employment law manual a practical guide for business owners managers and executives is an essential practical toolkit that enables business leaders to make confident personnel decisions while minimizing legal exposure and create workplaces characterized by trust fairness and mutual respect that foster both productivity and legal protection

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drafting an employee handbook is a user friendly and practical guide to creating an employee handbook that will help prevent and defend against workplace disputes most businesses adopt a reactive approach to addressing employment policies only worrying about them after an issue arises or someone complains however a well written handbook can be a forceful shield against potential grievances and costly litigation moreover it can improve employee morale increase productivity and forestall complaints drafting an employee handbook is a must have for human resources professionals in house legal counsel compliance officers supervisors or any employer who wants to learn how to create better business practices minimize workplace disruption and improve employer employee relations written by an experienced labor and employment attorney this easy to follow guide explains the advantages of having an employee handbook and the risks

of not having one you will learn how to draft new policies update existing ones and watch for legal compliance complete with sample policies and forms this book will instruct you on how to create and enforce an employee handbook that fits your needs

in many hospitality establishments one manager or supervisor is the entire human resources department making all the hiring and training decisions often without having a formal human resources background filling this knowledge gap hospitality employee management and supervision provides both busy professionals and students with a one stop comprehensive guide to human resources in the hospitality industry rather than taking a theoretical approach this text provides a hands on practical and applications based approach the coverage is divided into four sections legal considerations employee selection employee orientation and training and communication and motivation each chapter in this lively and engaging text features quotations various practitioners in the hospitality industry highlight the chapter s focus chapter objectives and summaries lay out key concepts and then at the end of each chapter review them hrm in action features highlight real world hrm experiences that relate to the content presented in each chapter tales from the field hospitality employees provide accounts of the various challenges they face in the industry ethical dilemmas scenarios from the hospitality industry which emphasize the role ethics plays in every aspect of the hospitality industry practice quizzes and chapter review questions reinforce student comprehension of key concepts hands on hrm mini cases based on real world situations with discussion questions chapter key terms bolded within the chapter and then listed at the end of each chapter with definitions

includes instructions explanations of federal and state regulations and sample policy statements for writing employee handbooks

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