
Employee Relation Issues

Avoiding Employee Relation hazards In Smaller Businesses

Employee Relations in small businesses show tremendous liability and pitfalls, because they fall short in their development and management of employment relationships. Few owners/operators/managers study the federal and state labor codes and laws that can affect their enterprises. They should, if for no other reason than to level the playing field with outside sources on whom they depend. The most common hazards in employment relations are:

- Lacking policies and procedures. Saying too much in employee handbooks, thereby creating implied contracts.
- Absence of job descriptions.
- Misclassifying employees as exempt when they may be nonexempt. Misclassifying employees as independent contractors.
- Not bolstering an “at-will employment” doctrine. Putting too much faith in at-will employment.
- Inconsistencies in the application of policies (or actions which become policy). Giving preferential treatment to an employee or group of employees.
- A lack of documentation.
- Not evaluating performance.
- Waiting too long to discharge an employee.

HR Allen Consulting Services can help with these employee relations issues. [Contact us](#) to perform an HR compliance audit.

(Source: Ethan A. Winning Associates, Inc)