



“Providing personalized business services for the North Bay.”

Human Resources & Labor Relations Consulting

Your people are your long-term competitive advantage. At the same time, balancing their needs for compensation, recognition and growth with your need to manage and grow the business can be a daunting task.

It need not be a constant juggling act. Policies and procedures can be developed and implemented to make your day-to-day business life easier. And for the larger issues, we can be brought on-site, or conferred with remotely to make the right decisions expeditiously.

Are you an “Employer of Choice”?

A few years ago, businesses fought over candidates who showed any amount of skill. Those days are looming again, soon. Throwing money at the problem is NOT the solution. Recruiting strategies that separate the wheat from the chaff, coupled with retention strategies that ensure that people stay, even when they are being offered more money, make you an “employer of choice.”

Do you dread doing Performance Reviews?

The most dreaded, and yet one of the most valuable tools in your overall Human Resource Management function is the performance evaluation. We won’t promise to make it fun, but we can help you to make it useful, make it less time-consuming, and make it a tool to fine-tune your business and your people. It will be coupled with your compensation plan, so that everything works in tandem.

Does your Compensation Plan meet you and your employees’ needs?

Working in concert with your performance management strategies, your compensation plan will make or break your long-term relationship with your employees. You must stay abreast of developments in each field that your employees cover, know what the “market rate” is, and yet ensure internal equities so that employees do not believe they are being cheated of pay vis-à-vis their colleagues.

How does Labor Law affect you?

CLC, Title VII, Cal-OSHA, FMLA, NLRA....you've seen the letters, heard the acronyms, what do they mean? We know and can provide you with on-going support and advice as to how your policies need to work within those laws.

How do you Protect Your Company?

Another vital ingredient to your Human Resource management is ensuring you have employment contracts. These make sure everyone knows who gets paid what, when, and for what. If there is every an early termination, these documents, or lack thereof, will become your greatest tool, or your worst nightmare when faced with a wrongful dismissal case.

What happens when things go wrong?

Often the most difficult issue with dealing with personnel is “employee relations.” In layman’s terms, this means “what happens when things go wrong?” We can assist with the policies and procedures to guide you and managers through the issues, from absenteeism to theft and fraud. These are never easy situations, and though responses must be consistent, there must be fluidity to handle the variances of each situation. This can be further complicated by the existence of a Collective Bargaining Agreement.

If there is a Collective Bargaining Agreement in place, we can provide hands-on or hands-off support via interpretation of the agreement, as well as research and analysis of industry trends, and trends for collective bargaining for future rounds of bargaining.