

# Welcome to HR-ON-CALL

Food and Beverage Manitoba is excited to offer you HR-On-Call - a service designed to provide organizations like yours expertise and guidance in all areas of HR management.

We know that you may not have in-house expertise to handle important HR matters or if you do, your internal HR resources may not have the time or experience to successfully manage some of the more complex issues that arise.

Your HR needs and issues will be well looked after by Legacy Bowes HR Consultants, allowing you to save time and energy and enable you to focus on your people and your business.

## Areas of Advisement

*Understanding labour standard requirements*

*Recruitment and Selection*

*Training and Development*

*Compensation and Benefits*

*HR Policy Issues*

*Employee Relations*

*Performance Management*

*Termination of Employment*

*Considerations for the handling of difficult conversations and sensitive matters*

*... and more*



## HR-ON-CALL PROCESS

When an issue or question arises, call **toll-free:**

**1-844-HRonCall  
(1-844-476-6225)**

or email:

**[HRonCall@legacybowes.com](mailto:HRonCall@legacybowes.com)**

You will receive a response to your inquiry within one business day



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## Questions We Have Answered

*"How do I deal with an employee who posted a negative social media post about a colleague during work hours?"*

*"Do I have to pay an employee when they are in a mandatory 14-day isolation?"*

*"An employee showed up to work intoxicated – is this grounds to terminate?"*

*"Do we need to release vacation pay upon termination?"*

*"How do I respond to an employee's refusal to work?"*

*"I need assistance in developing a Bereavement Leave Policy."*

***Legacy Bowes is an organizational consultant company with experts who specialize in Human Resources, Executive Search, and Leadership Training***



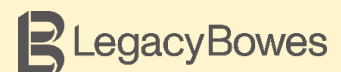
### **Tory McNally – Director, Human Resources Services**

Tory is a senior HR professional with experience as a human resources consultant to small and medium businesses as well as First Nation clients. She was also an operational manager of a large retail environment. Tory brings with her a strong customer service perspective, a background in project management, and full cycle HR with a workforce of over 600 employees

If you have a question, problem or specific need, please contact us:

**Email:** [HRonCall@legacybowes.com](mailto:HRonCall@legacybowes.com)

**Phone:** 1-844-HRonCall (1-844-476-6225) *toll-free*



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# Let's Get to Know You

*Please answer the questions below so we can get to know the needs of your organization*

***Number of Employees \_\_\_\_\_***

***Do you have in-house HR Support?***

***What would you say are your organization's top 3 Human Resources challenges?***

***Do you follow federal or provincial labour standards?***

***Do you have a current HR Manual?***