

All companies have issues with their employees and the wide range of issues and how to deal with them has expanded exponentially over the last 15 years. Employees are indeed the company's greatest assets and deserve to have solid procedures in place to deal with the variety of issues that arise. Whether it's involving performance, behavior or a personal issue that either does or could impact the employee's ability to perform, the company is best served to deal with the topic as quickly and effectively as possible.

In situations where many of the employees are represented by an organized labor union, the company still needs to run the business while maintaining the same level of commitment to their employees.

RGB Services can represent the employer in all aspects of Employee Relations, such as implementing new attendance and performance programs or some type of general Corrective Active process. We can also represent the company in any organized labor union contract negotiations, labor dispute or administration of a new or existing contract.

Finally, there may be special cases that require a third party to intervene and apply general problem solving techniques to bring a resolution. RGB Services can address those ad hoc situations as well.

As is normal, training of existing staff members in administration of any processes, programs or policies can certainly be part of the engagement.