

WHAT EMPLOYERS/EMPLOYEES SAY AND WHAT THEY MEAN

By: Lauren M. Bernardi

What Employers Say . . .

We let our employees work from home.
...evenings and weekends.

We pay for performance.
100 per cent commission based salary;
when you start to make money, we'll change
your territory.

We value your input.
There's a suggestion box in the lunch room
but we've lost the key.

This is not a demotion.
It's a lateral move to a non-supervisory
position.

If you experience harassment, please tell us.
so we can build a case against you.

I'll stand behind you 100%.
If asked, I will deny that I even know you.

Our employees excel at multi-tasking.
We have terminated two-thirds of our staff
and work the rest of them like dogs.

*It's a one year contract with a possibility for
permanent employment after that.*
No benefits, lower salary and a year from
now we'll give you another one year contract.

We provide free parking.
1,000 employees; five-car parking lot.

We offer a year end bonus.
Frozen turkeys for all!

What Employees Say . . .

I possess superior time management skills.
I always know when it's time to leave for
lunch, coffee breaks and staff social events.

*I headed a multi-million dollar team
based project.*
I read the newspaper while my teammates
did the work.

I have an excellent track record.
I make the same mistakes over and over.

I am an effective communicator.
100% talking. 0% listening.

I delegate effectively.
I don't do any actual work myself.

I am very organized.
I successfully led a union organizing drive
at my last three places of employment.

I am personable.
I spend most of my time chatting with
my co-workers about baseball, politics
and iPods.

I am dependable.
You can count on me to screw up at least
once a day.

I'm always on time.
Fifteen minutes late every day.

I am great at multi-tasking.
I can participate in three different chat
rooms and check the stock market all
at the same time.

SELECTING STAR PERFORMERS

About Bernardi Human Resource Law

At Bernardi Human Resource Law we know that today's response to your workplace challenges can become tomorrow's precedent. We think ahead and help you make the best decisions to meet your needs both now and in the future.

Balancing your legal obligations and business objectives can be hard. We act as your trusted advisors; not simply as lawyers but as an integral part of your management team. Through our practical advice, workshops and articles, we arm you with the knowledge and tools to address rapidly changing human resource issues.

Above all, we're on your side. We work with you to prevent costly problems and when litigation is necessary, we act as strong advocates to protect your interests.

Bernardi Human Resource Law: forward thinking at work™.

About Lauren Bernardi

Lauren is a lawyer and human resource advisor with the Mississauga firm of Bernardi Human Resource Law. Lauren's advisory, training and educational services help managers direct their human resources in a strategically sound and legally appropriate manner. She is an accomplished and entertaining speaker on management and human resource issues.

For more information, you may reach Ms. Bernardi at 905-486-1991, by e-mail at lbernardi@hrlawyers.ca or on the web at www.hrlawyers.ca.

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