

Solutions to True but Scary Workplace Situations

Situation One:

The best course of action in this situation is to severely discipline the employee. Owners/managers have the right to tell employees who have a permit to carry to leave their weapons in their car and not bring them in to the workplace. In this situation discipline should be severe because the employee left his gun exposed.

The manager in this situation did not want to reprimand the employee in writing and unbeknownst to him the employee continued to bring the weapon into the store for another year scaring employees by brandishing it for them to see when the manager was not there. The employee was eventually terminated after it was discovered that he threatened to kill a young co-worker for a minor slight.

Situation Two:

First, it is important to deal with the issue of harassment expeditiously. In this case Pro Way Development conducted an investigation to the satisfaction of the complainant. This was followed up with training on workplace harassment for the entire staff.

In this case because there were issues hindering the team from working together Pro Way conducted a meetings with the team to identify issues that were holding them back and came to an agreement on ways they would work differently going forward. Following this intervention, we conducted a fun team building event where members participated in groups to prepare a meal which they all ate.

Situation Three:

The United States Citizenship and Immigration Services sets the rules for what documents are acceptable to prove legal eligibility to work in the USA. Unless employees show the documents as outlined on Form I-9 (usually a social security card and driver's license or passport) they should not be hired. In this case Pro Way Development advised the employer that he could not hire the nurse without proper documentation. The penalties by United States Citizenship and Immigration Services include fines of up to \$1,100 for each incomplete form plus additional fines for knowingly hiring undocumented workers.

Need Help With Your Scary Workplace Situation? Call Laura Jacob 203.961.0227