

THE CROSSING NEWSLETTER

2018 NOVEMBER

CK NEWS

CK Cross Consulting is happy to announce a new partnership with a multi-State Oil/Gas company, developing a competency-based leadership growth strategy. This project will focus on internal leaders positioning them for growth and increased oversight. Leaders at all levels will be participating in a quarterly leadership development program in order to improve their ability to manage change, retain top talents, improve communication styles, and make bold, sound business decisions.



SMALL BUSINESS REQUIREMENTS

Equal Pay for Equal Work

You must provide [equal pay](#) to male and female employees who perform the same work unless you can [justify a pay difference](#) under the law.

[EEOC Small Business](#)

"EEO IS THE LAW" POSTER"

The law requires an employer to post a notice describing the Federal laws prohibiting job discrimination based on race, color, sex, national origin, religion, age, equal pay, disability or genetic information.

[EEOC Poster](#)

Preventing Discrimination is Good Business

The EEOC can help small business owners! The EEOC is the federal government agency that enforces the federal laws against employment discrimination based on race, color, religion, sex, national origin, disability, age, and genetic information. These laws also prohibit retaliation (punishment) for opposing or reporting discrimination or participating in a discrimination investigation or lawsuit.

[EEOC Preventing Discrimination Publication](#)



Know what to do if an employee requests for a reasonable accommodation based on medical or religious reasons?



Contact Us

CK Cross Consulting, Inc.

713-550-0881

carla@ckcrossconsulting.com

www.ckcrossconsulting.com

WORDS FROM THE FOUNDER

We strive to exceed your expectations by breaking barriers and changing the game. If you need help with hiring, payroll, compliance, employee relations or benefits administration, contact us. We're available to help you navigate even the most difficult human resources issues.

As an overall goal, CK Cross Consulting focuses on ensuring your organization is compliant with employment laws and puts emphasis on best-practices around employment policies, work benefits, and talent management. We provide guidance on ways to establish a sustainable culture to increase employee satisfaction and retention. Thus, improving leadership effectiveness, company growth, and profitability.

Ultimately, you will have the ability to focus on your business by learning innovative ways to manage people.

We love our clients so feel free to set up an appointment for a free business assessment. We will look into the effectiveness and cost savings opportunities of your organization's HR systems and designs and employee management practices.