

HR NEWSLETTER

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FRANKLIN HARRIS CONSULTING

Helping you before success



GROWTH IN MOTION: EXPANDING SUPPORT & STRENGTHENING STRUCTURE

A New Space for the Work Ahead

Franklin Harris Consulting (FHC) is now located at 11th and Broadway in Oakland, CA, with a dedicated professional office space designed to help small businesses, startups, and nonprofits bring structure, clarity, and consistency to their operations.

This new space creates the opportunity for more intentional conversations, planning, and support, while providing a professional environment to engage with teams and leadership.

New Ways to Work with FHC

FHC continues to partner with organizations through fractional HR leadership, HR audits, and ongoing guidance, helping bring structure and clarity to day to day operations.

With the addition of this space, organizations can now engage in person for team discussions, planning sessions, and management support, while virtual sessions remain available for teams that prefer remote engagement.

Current offerings include in office strategy sessions, facilitated team discussions, leadership and management support, and structured HR reviews designed to strengthen internal practices.

Sessions are now being scheduled for June and July 2026.



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Helping you define success!

Quick Compliance Check



1. If asked today, could you confidently explain how your sick leave policy meets current requirements and how it is applied across your team? Yes No

2. Do you have a clear process in place to ensure all hours worked are accurately recorded, including missed meal and rest breaks when applicable? Yes No

3. Are your employee policies, documentation, and training materials updated to reflect recent changes, including current agency names, required notices, and employee rights? Yes No

If you are unsure how your current practices align with recent requirements, this is often where gaps begin to show and where additional HR support can make a meaningful difference.

FHC provides practical guidance, audits, and ongoing support to help bring clarity and consistency to your organization.



Building Consistency Across Your Team

For many organizations, these areas are not always centralized or regularly reviewed, which can lead to inconsistencies over time.

Taking a more intentional approach to compliance and internal structure helps create clarity in decision making, strengthen day to day operations, and reduce risk as teams grow.

Employer Insight: What's Changing Right Now

Recent updates are putting more attention on how employee information is collected, maintained, and accessed. One area many employers have been addressing is emergency contact information, with new expectations around how this information is stored, kept current, and made accessible when needed.

Alongside this, there is continued focus on pay transparency, accurate timekeeping, and proper documentation of employee records. These areas are not new, but expectations around consistency have increased.

In practice, this means employers should be able to quickly access current employee information, clearly explain how pay and time are tracked, and maintain complete, consistent records across the organization. When these areas are not regularly reviewed, gaps can develop over time.