

HR NEWSLETTER

www.franklinharrisconsulting.com

May 2026 Edition



FRANKLIN HARRIS CONSULTING
Helping you define success!



GROWING BUSINESS. CLEARER HR. BETTER DECISIONS.

AI in the Workplace Still Needs Human Oversight

AI is becoming part of everyday business, from drafting job descriptions to screening resumes and organizing employee information. While these tools can help companies move faster, they can also create risk when they are used in decisions that impact employees or applicants.

That is why HR should be involved when AI touches hiring, performance, discipline, scheduling, or workplace communication. AI can support the work, but it should not replace judgment, fairness, documentation, or confidentiality.

Before relying on AI in workplace decisions, employers should be clear about who is reviewing the output, how employee information is being protected, whether the tool could create bias, and whether the final decision can be explained.

California Compliance Corner

Would your business be prepared if an employee questioned your sick leave policy, requested their personnel file, challenged final wages, asked about meal or rest break premiums, requested an accommodation, raised an expense reimbursement concern, or claimed a policy was applied inconsistently?

For many California employers, compliance risk often develops through outdated handbook language, missing workplace notices, incomplete personnel records, unclear sick leave practices, weak documentation, or managers handling similar situations differently.

As we head toward summer, this is an appropriate time to review whether your HR documents, records, and practices are current and legally aligned. FHC can identify potential gaps and provide practical next steps to help reduce risk before a small issue becomes a larger liability.

Introducing HR Check In: HR Support Without the Overhead

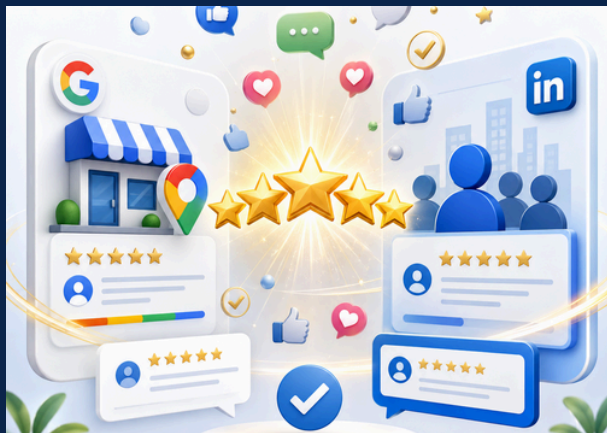


Small businesses do not always need a full HR department, but they still need clear answers when employee issues, policy questions, documentation concerns, or compliance decisions come up.

That is why FHC created **HR Check In Support**, a new monthly service designed to give smaller companies consistent access to HR guidance without adding unnecessary overhead. This structure includes **two 1 hour meetings each month** to review current HR matters, talk through upcoming decisions, identify compliance concerns, and create clear next steps.

It is a practical answer for business owners who need HR support they can rely on before issues become urgent. Additional services, including executive search and recruitment support, are also available for organizations preparing to hire or strengthen their leadership team.

Ready for steady HR support? Contact FHC to schedule your HR Check In.



Your Review Helps More Than You Know

If you have worked with Franklin Harris Consulting, your experience can help other business owners feel more confident reaching out for HR support.

A quick Google review or LinkedIn recommendation helps others understand the value of clear, practical, and steady HR guidance. Thank you for supporting our work and helping the right businesses find us.

Upcoming Events & Networking Opportunities

FHC is looking forward to being out in the community and connecting with business owners, HR professionals, and leaders over the next several weeks. We will be hosting a table at the **WeWork Small Business Fair in Oakland on May 14, 2026**, and attending HR West 2026 in San Francisco on **June 9–10, 2026**.

We will also be attending the **Small Business Expo in San Francisco on June 25, 2026**, with more events and networking opportunities to be announced later this month. If you see us out, please stop by and say hello. We are always glad to connect with organizations that are growing, hiring, building teams, or looking for stronger HR support.