

IEC OF OREGON PRESENTS **THE HR ANSWERS ADVANTAGE PLAN**



**THE LAST THING
ANYONE WANTS
IN THE MIDDLE
OF A JOB IS AN
HR ISSUE**

IEC OF OREGON MEMBERS GET FREE UNLIMITED ACCESS TO HR CONSULTANTS AND MORE.

Employment laws are changing. Wrong decisions could put your business at risk. Having answers right away can save you money and headaches.

As a member of IEC of Oregon, when you sign up with HR Answers you get free unlimited and confidential access to HR consultants — an annual savings of \$3,000 or more. Supplementary services are available for additional consulting fees. See details on the back of this page.

The HR Answers Advantage Plan. Get Answers When You Need Them.

See the back for more information and how to sign up.

Independent Electrical Contractors of Oregon Presents The HR Answers Advantage Plan Program



ADVANTAGE PLAN OFFERS:

- Unlimited telephone and email access to HR Answers consultants regarding any HR or employee related question. *Access includes any designated manager or supervisor in the enrolled organization.*
- Unlimited access to all HRA Resource Guides (via HRA website with password required) with download capabilities (includes HR Forms, Sample Employee Handbook, Performance Management, ADA-AA and OFLA/FMLA).
- 20% on Supervisory Workshop Series.

CONSULTING PROJECT WORK DISCOUNTED AT 20%:

- Salary or incentive compensation design
- Salary Surveys
- Organizational Development
- Employee Relations Assistance
- HR Practices Review/Audit
- Affirmative Action Plans
- Employee Opinion Surveys
- Handbook Reviews
- Recruitment Consulting
- Risk Management in regards to employment law
- Mediation
- Job Descriptions
- Training
- Oregon Pay Equity
- Assessment and documentation of harassment, unemployment, Worker's Compensation, or BOLI claims

* 20% per / hour discount on any consulting project work

IMPORTANT:

- a. This offer is for IEC of Oregon members only.
- b. All members must enroll. Please contact gina@iecoregon.org for an enrollment form.
- c. HR Answers will only consult with member company's authorized representatives as stated on the enrollment form for confidentiality and consistency.
- d. Once enrolled, IEC of Oregon members will receive information from HR Answers and their own online login with password for security.
- e. All Advantage Plan Consulting work, listed here, is available for an additional discounted fee as stated above.



Brought to you by Independent Electrical Contractors of Oregon and HR Answers, Inc.
Go to iecoregon.org/membership for more information.
Contact Gina Cumming at gina@iecoregon.org to sign up.