

HR Hotline  
Your HR questions, answered.

 1-844-TPD-HRHL

## Commonly asked questions

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- My employee is going on Maternity Leave, what do I do? What is he/she entitled to?
- What can I say during a termination?
- My employee is on Maternity Leave. I like their replacement better, can I replace them?
- One of my employees has come to me with a sexual harassment claim against another employee. What are my next steps?
- My employee is claiming that her back hurts at her desk. What are my responsibilities?
- Sometimes my staff wear clothes that are too revealing, can I say anything?
- My employees are salaried, does that mean that I don't have to pay them overtime?
- An employee has been missing a lot of time from work as of late, they've now informed me that they need to take more time off because of medical reasons. Can I terminate their employment? Do I have a duty to accommodate them?
- I've been having performance issues with employee X, how do I go about conducting a performance review?
- How much should I be paying my employees?
- What kind of questions can I ask during an interview?
- What's the difference between with/without cause for dismissal?
- What are best practices amongst other organizations?
- My employee came to work intoxicated, what can I do?
- I have a long term employee who is turning 65, can I force their retirement?
- My employees are salaried, does that mean that I don't have to pay them overtime?