



e2r Alert

New year, new you! Non-COVID goals that your organization may want to tackle in 2021...

With the chaos of 2020 behind us, and a glimmer of hope on the horizon, what better time than the present to identify some organizational goals that are not related to the COVID-19 pandemic! Here are a few ideas of some strategic HR projects to shift your focus onto non-pandemic priorities:

1. **Employment Agreements - General**

Do all your employees have a legally enforceable employment agreement? If not, using opportunities such as promotions and pay increases (with certain limitations) are great tools to facilitate your employees' signing new and refreshed employment agreements.

2. **Employment Agreements – Termination Language**

Reviewing the termination language in your employment agreements is always a useful exercise, particularly for those companies who operate in Ontario. In 2020, Ontario courts released a series of decisions that have had a serious impact on the enforceability of termination clauses.

3. **Incentive Compensation**

A recent Supreme Court of Canada Case that was released in 2020 made it clear that employers must use clear language to limit an employee's entitlement to a bonus during the common law reasonable notice period. In light of this decision, revising bonus and incentive plan documents to ensure they are sufficiently 'clear' should be a priority in 2021.

4. **Policy Review**

Reviewing internal policies tends to be a project that is put on the HR backburner. In an effort to shift your focus to post-pandemic 'greener pastures', now is a great time to add this project to your to-do list, particularly if your organization has employees who are still working remotely.

If you require assistance with these, or any other projects relating to your Human Resources goals, please contact an e2r® Advisor!