

The ERA HR Hotline has all your HR answers!

Call us(888) 237-9554 or info@erahr.org



**Answering questions on HR
Topics From A to Z and
everywhere in between**

Absenteeism / Tardiness
ADAAA Requirements
Affirmative Action
Background Checks
COBRA
COVID-19 Protocols
Compensation
Discipline & Discharge
Dress Codes
Drug Testing
ERISA
FLSA
FMLA
Grievances
Handbook Policies
Harassment
I-9s & Interviewing Questions
Job Descriptions
Leaves of Absence
Mediation / Arbitration
Needs Assessments
OFCCP Regulations
Outplacement
Overtime Pay
Performance Appraisals
Policy Manuals
Qualified Leave Management
Record Retention
Recruitment Policies
Sick Leave
Social Media Policies
Terminations
Time Management
Unemployment Compensation
Unfair Labor Practices
Variable Pay
Workers Compensation
Workplace Violence
Work at Home
Exempt and Non-Exempt Staff
Yearly Files Auditing
Zero Tolerance Policies
...And Much More!

**Do you ever have an HR question but not
know where to go?**

**Does Googling answers to sensitive HR issues
seem unreliable?**

ERA Has your answer!

ERA offers our members the ERA HR Hotline!

Now, you can call or email unlimited questions at no cost
Monday through Friday 8am-5pm EST. Get your HR
questions answered from tenured HR professionals

Typical ERA HR Hotline Questions:

Q: Our company is planning on holding small in-person meetings in the next few weeks. What are the current guidelines from the CDC about in-person meetings and what, if any, impact does the COVID-19 vaccine have on our ability to meet?

Q: Our workplace is considering requiring all employees to be vaccinated for COVID-19. We do not want to host a vaccination site at our workplace. Instead, we want to ask our employees to bring us proof of vaccination. Can we do this?

Q: Our employee has a sore back that is keeping them from working. Does that fall under workers compensation, ADAAA, FMLA, PTO, or paid sick time?

Q: My employee just came to me with a Medical Marijuana card. How should my company handle this? Will I need to update my handbook policy to accommodate this?

Q: We can't seem to find employees to fill our open positions. We are considering participating in an upcoming career fair, which is something we have never done. What are some things we should consider?