



Your Irreplaceable Workforce Management Partner

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Workplace Relationships - Not Just the Romantic Ones

Updates:

- March 16th SEMINAR!!!! FLSA topics (in lieu of monthly webinar)
 - Two part seminar (part two is in May)
- Secure Act 2.0 - April Webinar
- EEOC issues guidance on hearing impairment
 - 1 in 10 individuals
 - Assistive technology
 - Safety
- SEPTA – Workers' compensation award for employee's family for COVID death
- FTC proposes non-compete ban

OVERVIEW OF TOPICS:

- Coworker Friendships:
 - Assuming no union and not a government employer
 - Bo and Luke Duke
 - Masked Crusaders
 - Puzzled Employees
 - Are you in the Club?
 - The Godfather
- All in the Family
- Isn't it Romantic:
 - The Triangle
 - The Boot
 - Parting Thoughts for Valentines

Coworkers – Beau and Luke Duke:

- Bo and Luke Duke are the best of friends at work. They share a workstation. They eat lunch together. They spend time outside of work together.
- They each have toolboxes.
- Bo has pictures of his family taped up all over his workstation and in his toolbox are stickers of his favorite heavy metal radio station.
- Similarly, Luke has pictures of his family. Luke is from the deep South and loves country western music and the South is in his blood. In addition to various southern radio station decals, he has a picture of the General Lee from his favorite television show. The top of the car is prominently displayed. He also has a bunch of other car decals.
- They are tucked away on the shop floor and it is rare that anyone outside of other employees goes in their area.
- Nobody is complaining.
- They are great employees. Bo is African-American; Luke is Caucasian.
- Is this a good relationship? Does HR need to step in?
- What if Luke acquires a Dodge Charger and decides to paint it to resemble the General Lee and parks it in the company parking lot every day?
- What if Luke experiences marital problems and replaces his wife's pictures, with Daisy's bikini pin-up (she quit working at the local tavern and has taken to modeling).

Coworkers - Masked Crusaders:

- In 2020, ABC Corp. implemented a mask requirement policy in response to COVID
- ABC Corp. was an essential employer providing needed services during COVID
- At first, folks were lucky just to get masks with the supply shortage.
- The majority of employees initially wore paper masks.
- Then the mask market boomed. Folks started showing up with bejeweled masks, masks with smiley faces, dog faces, rainbows, etc.
- The company even made its own ABC logo masks and handed them out to employees.
- Then masks that contained slogans, started to appear.
- Everything from “Have a nice day” to “Black Lives Matter.”
- ABC Corp. is a large company that is probably seen as being on the more liberal or progressive side of issues.
- ABC Corp.’s employees are almost all customer-facing.
- ABC Corp. has long had an anti-slogan policy.
- ABC Corp. decided the masks were going too far and decided to enforce the anti-slogan policy.

Coworkers – Puzzled Employees:

- Workers clock out for lunch.
- Most eat lunch in the employer-provided lunchroom.
- There are different groups of workers which are friendly with each other and tend to do activities together during lunch. Some do crosswords, some read, some do puzzles.
- Table A – the puzzle group - starts a Noah's Ark puzzle.
- Table B objects to the religious symbolism in the workplace.
 - What if Table B ups the ante and brings in a demonic puzzle
- HR skips lunch to sort out this mess.

Coworker Clubs:

- Large employer – has multiple conference rooms in a multi-floor downtown building:
 - Different employee groups use unoccupied conference rooms for meetings.
 - Women’s executive lunch group – meets 2x/month
 - New employees meet and greet group (those with the company less than 2 years) – meets 1x/week.
 - Knitting group – Every Friday. They tend to do charitable knitting (hospital blankets).
 - Art Club – Once a month (they also display their art in the lunchroom on a quarterly basis)
 - The Clubs or Groups are not employer-sponsored.
 - They can only use the conference rooms, if the company is not using them for work-related matters. (As a practical matter, most of the time the rooms are available.)
 - The employees can only attend if they are “off the clock.” (generally the lunch hour)
 - Employee asks to use conference room 1x/week for Prayer group.
 - Wants to use company e-mail to send out a message about new group, so everyone knows about it.

Coworker Sales Force:

- Girl Scout Cookies, School Hoagies, Dance Troupe Candy and Candles.
- Daisy (who quit working at the tavern and gave up her modeling career when she had kids) is now working for your company. She has many kids who sell many things. Daisy is a wonderful employee. Why not let her hang up the purchase sign up sheets in the lunchroom?
 - What about a Company-wide e-mail blast about the sale?

Coworkers – The Godfather:

- Two best friends at work.
- They are not peers – one is the supervisor but both are high level executives.
- They have worked together for 25 years.
- They go to lunch together almost every day.
- The supervisor is Italian and proud of his heritage.
- The subordinate employee is not Italian.
- The supervisor likes to invite the employee out to lunch by going to the employee's doorway and saying, "I'm going to make you an offer that you can't refuse" in his best Don Corleon voice.
- Nobody has objected.

All in the Family:

- 25 year employee – employee of the century – he’s great
- He has a son who needs a job
- Company hires the son – expecting he will follow in his father’s footsteps. Afterall, the apple doesn’t fall far from the tree.
- Father is grateful.
- Turns out, the apple can fall far from the tree, roll down the hill and into the neighbor’s yard.
- Son is about to be fired.

Isn't it Romantic? The Triangle (or is it a quadrangle?):

- High ranking male executive. Terrific rain maker. Brings in millions.
- He has a secretary. (No – she's not involved with him romantically). She has been his secretary for about two decades. They are on friendly terms.
- He has a wife.
- He shares another executive accounts assistant with others in his department (Yes – she is involved.) This lady is relatively new to the company – about 6 months.
- Without his wife's knowledge, but with his secretary's full knowledge, he starts an affair with the accounts assistant.
- He affirmatively instructs his secretary to lie to his wife and cover for him. He also has her hide certain bills from his wife.
- Other executives in his department stop giving the accounts assistant work. She does not have enough to work to keep her busy.
- Does the company care?

Isn't it Romantic? The Boot:

- Company does not have any written policy on dating.
- One of two vice presidents – who is going through a divorce – decides to become romantically involved with his secretary.
- Company president fires the VP. Retains secretary.
- What if we kept the VP?

Parting thoughts for Valentines in the Workplace:

- Handbook – policy?
- Peer to peer
- Supervisor to subordinate
 - Transfers
 - Contract
 - Resignation/Termination

Thank you for attending!