

## 5 Ways to Keep Employees Happy (in Time for Labor Day)

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Labor Day typically marks the traditional end of summer, but it should also be a time for employers to reassess the state of labor relations within the workplace. After all, the holiday is supposed to be an annual national tribute to the contributions that workers have made to the prosperity of our country. When could it be better to make sure that you are doing all you can to foster a harmonious workplace?

So what should employers or managers be doing to make sure that they are appropriately managing workers? I can tell you that of all the employment lawsuits that I have seen filed against companies and of all the unwanted union organizing drives I have worked on, one or more of the following five problems frequently have not been addressed:

1. Don't ignore employee complaints
2. R-E-S-P-E-C-T
3. Be concerned about safety
4. Ensure competitive pay and benefits
5. Don't play favorites

The solution here is simple: Establish clear policies and regulations and follow them. Too often, employers satisfy the first step, but fail to meet the second. You also need to train and update managers and supervisors on employment policies, and make sure that they are being implemented effectively and consistently.

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