



CASE STUDIES

COMMUNICATE LEGAL SPECIFICS WITH TEAM



INTERNATIONAL BANKING GROUP

VP, EMPLOYEE RELATIONS

I use Compliance Works in two ways:

- **Tracking legislative amendments.** As soon as something pops up on the amendment tracker, I notify the relevant stakeholder within HR of what needs to be done. I use the prepared text summarizing the upcoming changes as a basis for my communication.
- **When discussing specific employee issues with management and I need to explain the specific employment provision in play,** I will open up Compliance Works to the plain language summary of the provision and share my screen. That summary helps us all get on the same page about the specific legal constraint applying to the issue.

SOLVE DAY-TO-DAY HR TASKS



**NATIONAL
MANUFACTURER**

HR MANAGER

On a day-to-day basis, we use Compliance Works for the following:

- **Review and research when updating or creating policies (i.e. most recently Overtime Policy)**
- **Keeping up on provincial legislation (i.e. minimum wage updates, pay equity, public holidays, etc) – the update emails are specifically helpful**
- **Quick glance of ESA entitlements (i.e. vacation, sick, leaves etc) – using this instead of google**

STAY ON TOP OF CHANGING LAWS



INTERACTIVE ENTERTAINMENT COMPANY

HR BUSINESS PARTNER

I have been using Compliance Works to stay on top of changing legislation within the provinces we have employees working from. What I like:

- I get an email notification of any proposed or in force amendments to legislation and which province it is impacting - then I can click on the link to explore more if it's relevant to our business.
- I can compare versions of what has changed and it clearly specifies any effective/in force dates.
- Reading the articles that come from Compliance Works. Anything that can help us stay on top of changing legislation is much appreciated.

SOLVE DAY-TO-DAY HR TASKS



HR SOFTWARE COMPANY

PRINCIPAL HR BUSINESS PARTNER

We use Compliance Works often to check-in on common labour standards information such as terminations, leaves of absences, health and safety and vacation entitlements. We have also used it in the following specific scenarios:

- To pull a comparison of all the different job-protected leaves to compare and contrast what is required as we developed our leave policies.
- To validate that we are correctly handling holiday pay in each of the provinces where we operate.
- Create a report for our head office counterparts on all the health and safety standards where we have physical establishments.

STREAMLINE COMPLIANCE OPERATIONS



NATIONAL FINANCIAL INSTITUTION

LEAD, EMPLOYEE RELATIONS

Keeping up to date on legislative changes across the country used to be really challenging until I subscribed to Compliance Works.

Compliance Works literally takes all the work out of keeping up to date. It is super quick and easy to set up reminders so that I never miss a legislative change and the changes are distilled into concise, easy to understand updates.

It has also made comparing legislation across the country very easy and has saved me and my team many hours of work. It's such a great tool that Compliance Works is now a fundamental part of our compliance program.

RESEARCH AND REPORT WITH SPEED



NATIONAL FINANCIAL INSTITUTION

LEAD, EMPLOYEE RELATIONS AND COMPLIANCE

One scenario that comes to mind is the recent changes to the Charter of the French Language.

The amendment details and the comparisons to previous versions made it really simple to pull together a comprehensive regulatory assessment quite quickly.

It allowed us to focus more of our time on planning how we will implement and comply with the new requirements, rather than having to read through a pretty complex piece of legislation directly.

I find I rely on these two features a lot as I plan and communicate regulatory changes.

MONITORING CHANGES



**NATIONAL
RETAILER**

LAW CLERK

I use Compliance Works to monitor changes to employment laws across Canada and notify the rest of my team as required. I use Compliance Works to:

- **Share the summary of the legislative update with the business**
- **Create reports on similar updates in multiple jurisdictions (for example, minimum wage updates)**
- **Review announcements**

PREPARING FOR ORGANIZATIONAL GROWTH



SMALL NON-PROFIT ORGANIZATION

EXECUTIVE DIRECTOR

As a small not-for-profit organization, we use Compliance Works to develop HR Policies & Procedures that not only respect the Quebec Labour Act, but also compare and align with other provincial and federal standards. This ensures that all of our staff - working from coast to coast - are equally represented in our organizational documents even though we are a Quebec based organization.

We also use Compliance Works to update our HRM policies as new laws come into place (live) rather than having to wait for a yearly review with an external consultant. This reduces our costs (less spend on ongoing high consulting fees since we can now do the work with Compliance Works).