

# Employee Benefits:

# e2r<sup>®</sup>



## We're here to help you untangle tough situations.

We offer our members who participate in Employee Benefits complimentary access to e2r<sup>®</sup>.



### Your workforce is your most valuable asset.

It can also provide you with some of your most complex situations. 95% of human resources decisions require some form of legal consideration. Without advice and support from the experts, those decisions can be costly. That's why we offer complimentary access to e2r<sup>®</sup> for our members who participate in Employee Benefits.



#### Online portal

An online portal provides access to:

- Employment standards charts
- How-to-guides
- Archived webinars



#### Speak to an expert

Contact Client Care to arrange a call with:

- Employment/labour lawyers
- Certified Human Resources Leader (CHRL) professionals
- Connect at [clientcare@e2rsolutions.com](mailto:clientcare@e2rsolutions.com)



#### Policy updates

e2r<sup>®</sup> provides up to three employment policies per year per organization.

#### Unlimited support

To support all your human resources decisions, e2r<sup>®</sup> offers both the human resources and legal perspective to ensure that decisions and actions are right the first time. There is no limit to the expert advice and support provided to address the unique circumstances you face.

Oral and written support includes (but is not limited to):

- Employment agreements
- Termination letters
- Medical/disability matters and accommodation requests
- Job postings and/or job descriptions

***Decisions related to hiring and terminating employees are some of the most important choices you'll make for your organization.***

### Connect

310.MUNI ■ [benefits@abmunis.ca](mailto:benefits@abmunis.ca) ■ [abmunis.ca](http://abmunis.ca)



# The Importance of Employment Agreements

## 75%

Employment agreements with enforceable termination provisions typically reduce severance exposure by 75%

Number of employees	Estimated average severance liability	
	No employment agreement	With e2r employment agreement
10	\$333,360	\$83,360
50	\$1,666,800	\$416,700
250	\$8,333,340	\$2,083,500

(based on an average tenure of 8 years and \$50,000 salary)

**\$6,249,840**



### Did you know?

Human rights complaints have become increasingly prevalent with approximately **77%\*** of all employment-related complaints pertaining to discrimination.

Of those, approximately **52%\*\*** are related to physical and mental disability.

\*Alberta Human Rights commissions website, Statistics

\*\*Alberta Human Rights Commissions website, Grounds

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