

# THE EXTRA POINT

BY JERRY ROBERTS



## # 597 How Would You Handle it?

John is a key member of your team. His production is big part of your success. However, one day he doesn't show up for work, but it's not for the reason given. I'm Jerry Roberts and today I want to find out how you would deal with this situation, when an employee isn't truthful — on The Extra Point.

You're the HR manager. John calls you at seven o'clock in the morning and says he won't be in today. He doesn't feel well and should stay home. You ask if there are any calls that need to be made or work to be covered, and he says no. If he feels better he'll be back at work tomorrow.

During the day a client calls the business and asks if John is on the way, that they have an appointment to sign a contract. You know John is ill so you send Mary, who inks the deal.

While watching TV news that night you see video of a protest from earlier that day, and right in the middle of it is John. You're surprised. He said he was sick. The next morning, John comes in and tells you he's feeling better. He just needed the day to rest.

What are you going to do?

1. You don't say anything. John is one of the people who brings in the money, and you don't want him to even think of quitting. You enter into his record that this is a paid sick day.
2. You tell John you saw him and that you don't appreciate him lying to you. You let him know that the paid sick day will now convert to a paid vacation day. Further, you will document the situation and add it to his employee folder. Further, that it will be noted on his next performance review.
3. You inform John that in addition to docking him for the paid vacation day, since he lied to you and since you had to send Mary to get the

deal done, management has decided that 50% of the commission for the sale now belong to Mary.

4. You tell John you saw him on TV coverage of the protest. That lying to you is a breach of your employment agreement. You make it clear that you feel he abandoned his position and let his team down — and that he is fired.

Or, is there another option?

I don't know how many people have been in the ranks or protestors during the past weeks, but the total is at least a few million. It stands to reason that a lot of these people have jobs, so there had to be communication between the worker and management at some point.

Some protesters may have had the blessings of their employer who agreed with the cause. Others may have lied to employers. Still more could have taken vacation days. Some may have been terminated and some may have quit in order to participate.

How did you vote?

- Say nothing to John.
- Dock him the vacation day and document the situation.
- Give Mary the commission and the account.
- Terminate John — or choose another option.

If you were the HR manager and this situation took place on your watch, how would you deal with it?

That's The Extra Point. Be responsible and make something good happen today. For 93.3 and the Ray Gibson Show, I'm Jerry Roberts.

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