

XYZ Company

Comment Highlights

- Complaints lodged about pay administration concerning
 - The discontinuance of increases once employees “top out” in their pay range
 - A lack of focus on pay for performance; nominal merit raises:
 - “I had less of a raise this year for a better evaluation.”*
 - Pay not competitive with other area companies
 - The need for cost of living increases
 - Uncompetitive shift differentials
- Inadequate communication from management, across departments
- A lack of support for third shift employees (e.g., no available food service, meetings scheduled during the day, little interaction with supervisors)
- The need for more openings in the day care center
- Requests for elevator bulletin boards in tower
- A call for changes in the occurrence policy (Too few days allowed for workers with children, not fairly administered, too stringent of conditions)