**Employee FAQ
Inquiries & Responses**

 **April 8, 2024**



**Employee FAQ Inquiries and Responses**

We remain committed to open and transparent communication throughout the Province’s Efficiency Review and will continue to provide opportunities for staff to openly ask questions and share concerns.

This document provides a list of verbatim inquiries submitted by Peel Region staff through the FAQ contact form on Pathways+ from **February 23, 2024, to April 8, 2024**, and also includes inquiries from the recent Corporate Services town hall.

**Trending topics**

* **Job security and retention**
* **Transition Board**
* **Floater days, hybrid work policy**

In total, **24 inquiries and comments** were submitted by Peel Region staff during the period of February 23 – April 8, 2024. The inquires have been condensed into 22 questions for brevity and to avoid duplication and are listed below.

Each verbatim inquiry can be [found here.](#_Employee_FAQ_Inquiries_1)

[Questions and related answers have been grouped within the following categories:](#_Employee_FAQ_Inquiries_1)

* [[Job Security](#_Employee_FAQ_Inquiries_1)](#_Job_Security)
* [[Pension, severance, benefits](#_Employee_FAQ_Inquiries_1)](#_Pension,_severance,_benefits)
* [[Retention](#_Employee_FAQ_Inquiries_1)](#_Retention)
* [[Transition Board](#_Employee_FAQ_Inquiries_1)](#_Transition_Board_1)
* [[Continuing Projects/Budget Planning](#_Employee_FAQ_Inquiries_1)](#_Continuing_Projects/Budget_Planning)
* [[Employee Communication](#_Employee_FAQ_Inquiries_1)](#_Employee_Communication)
* [[Political / Legislation](#_Employee_FAQ_Inquiries_1)](#_Political_Legislation)
* [[Training / Career Supports](#_Employee_FAQ_Inquiries_1)](#_Training/Career_Supports)
* [[Future Operations](#_Employee_FAQ_Inquiries_1)](#_Future_Operations)
* [[50](#_Employee_FAQ_Inquiries_1)[th](#_Employee_FAQ_Inquiries_1) [Anniversary](#_Employee_FAQ_Inquiries_1)](#_50th_Anniversary)

**[EMPLOYEE FAQ INQUIRIES AND RESPONSES](#_Employee_FAQ_Inquiries_1)**

## [Job Security](#_Employee_FAQ_Inquiries_1)

1. **[What is the exact plan for Public Works with regards to the Provincial Efficiency Review?](#_Employee_FAQ_Inquiries_1)**

[In January, the Minister confirmed that the Transition Board’s recalibrated mandate will focus on the importance of value for money, financial sustainability, and high-quality services delivered in an efficient manner.](#_Employee_FAQ_Inquiries_1)

[The review of land use planning, water/wastewater, regional roads, and waste management is underway, and we continue to work through the Transition Board process.  In addition, the Transition Board has been directed to move quickly on the transfer of planning authorities to the local municipalities, as per the More Homes Built Faster Act, 2023.](#_Employee_FAQ_Inquiries_1)

[Currently, the transition board has not shared any recommendations and we do not know the full impact to staff, including staff who support Public Works and their programs/services.](#_Employee_FAQ_Inquiries_1)

[Recommendations from the Transition Board are due to the Minister of Municipal Affairs and Housing in Spring 2024.](#_Employee_FAQ_Inquiries_1)

1. **[What are the implications if certain areas are no longer part of Peel Region (e.g., Transportation, Public Works, Solid Waste, and Planning)?](#_Employee_FAQ_Inquiries_1)**

[The review of land use planning, water/wastewater, regional roads, and waste management is underway, and we continue to support the work through the Transition Board process. The Transition Board has also been directed to move quickly on the transfer of planning authorities to the local municipalities, as per the More Homes Built Faster Act, 2023.](#_Employee_FAQ_Inquiries_1)

[Regarding the Peel community, Peel Region will continue to provide uninterrupted front- line service delivery.](#_Employee_FAQ_Inquiries_1)

[At this time, we do not know the full impact to staff (if any), including staff who support Public Works and their programs/services. The Transition Board is expected to make its recommendations to the Minister of Municipal Affairs and Housing in Spring 2024.](#_Employee_FAQ_Inquiries_1)

1. **[Will all Peel Region employees still have a job once the future governance structure of the Public Works services is implemented?](#_Employee_FAQ_Inquiries_1)**[At this time, we do not know the full impact to staff (if any), including staff who support Public Works and their programs/services. The Transition Board is expected to make its recommendations to the Minister of Municipal Affairs and Housing in Spring 2024.](#_Employee_FAQ_Inquiries_1)
2. **[How can we support groups that are being looked at by the Transition Board?](#_Employee_FAQ_Inquiries_1)**

[Currently, we do not know the full impact to staff (if any), including staff who support Public Works and their programs/services. People leaders can access various resources to share with their staff, and to use themselves, during this time of uncertainty through the](#_Employee_FAQ_Inquiries_1) [[Human Resources Pathways+ page.](#_Employee_FAQ_Inquiries_1)](https://peelregionca.sharepoint.com/sites/I4)

[We have been visiting Public Works facilities, having face-to-face meetings and answering questions, sending regular emails and continuing to provide enhanced wellness services. We continue to advocate for clear and timely communication on any updates or, recommendations by the Transition Board or any decisions made by the Ministry and commit to promptly communicating these to Peel Region staff.](#_Employee_FAQ_Inquiries_1)

## [Pension, severance, benefits](#_Employee_FAQ_Inquiries_1)

1. **[Are floater days at the end of the year being removed? Are there any changes being discussed to floater days or restructuring days off?](#_Employee_FAQ_Inquiries_1)**[At this time, there are no proposed changes to the floater holiday policy.](#_Employee_FAQ_Inquiries_1)
2. **[Can we change pay dates from Thursday to Wednesday? This would be incredibly helpful and reduce additional work for HRIC/Payroll/Disability and anyone who is involved with paying staff.](#_Employee_FAQ_Inquiries_1)**[At this time, we are not planning changes to the pay dates.  Human Resources (HR) recently assessed options and elected to stay with current dates given the complexity of making the change in 2024 our focus is on the implementation of the new payroll system.](#_Employee_FAQ_Inquiries_1)

## [Retention](#_Employee_FAQ_Inquiries_1)

1. **[Several staff were hired in 2023 on contract with a termination date of December 31, 2024, because of the original plan to dissolve Peel Region. In these staff members transferred to municipalities, will their contacts be converted to regular FTE?](#_Employee_FAQ_Inquiries_1)**

[No decisions have been made regarding specific employee-related issues. Peel continues to work with the Transition Board and working teams to address urgent employee-related decisions to ensure staff have timely information. If you have a question about your position contract end date, or the contract end date of someone on your team, please speak with your HR representative.](#_Employee_FAQ_Inquiries_1)

[Transition Board](#_Employee_FAQ_Inquiries_1)

1. **[Can the Transition Board be more transparent moving forward?](#_Employee_FAQ_Inquiries_1)**

[The Minister of Municipal Affairs and Housing anticipates receiving recommendations from the Transition Board by Spring 2024.  Until then, we will continue to advocate for clarity and timely communication for our staff with the Transition Board.](#_Employee_FAQ_Inquiries_1)

1. **[A while back, it was mentioned that we could include the Peel Region orientation package shown to the Transition Board into internal onboarding material. Is this initiative on our radar at this time?](#_Employee_FAQ_Inquiries_1)**

[Human Resources is working on refreshing all of our onboarding materials, which will include a fulsome introduction to Peel’s diverse programs and services.](#_Employee_FAQ_Inquiries_1)

[The detailed Peel Region orientation package, which was shared with the Transition Board, is a deep dive into our services and can be helpful in learning about Peel. It is published on our website and can be accessed at](#_Employee_FAQ_Inquiries_1) [[https://peelregion.ca/transition/board/orientation/.](#_Employee_FAQ_Inquiries_1)](https://peelregion.ca/transition/board/orientation/.)

1. **[Can Peel Region representatives advocate for a thorough investigation and evaluation process by the Transition Board?](#_Employee_FAQ_Inquiries_1)**  [The Transition Board leads/oversees the efficiency review process and has retained PricewaterhouseCoopers LLP (PwC) and Hemson Consulting Ltd. to work with Peel and local municipal staff to develop evidence-based option analysis and develop iterative financial modelling for various scenarios. Peel continues to share information with the Transition Board that is timely, factual, and transparent, with the expectation that it be used to inform thoughtful recommendations by the Transition Board to the Ministry.](#_Employee_FAQ_Inquiries_1)

## [Continuing Projects/Budget Planning](#_Employee_FAQ_Inquiries_1)

1. **[Will the projects that were paused because of the dissolution be restarted?](#_Employee_FAQ_Inquiries_1)**[Peel Region Commissioners will be working with Directors to determine which projects can be restarted based on alignment with current priorities. Please consult with your team leadership if you have questions.](#_Employee_FAQ_Inquiries_1)

## [Employee Communication](#_Employee_FAQ_Inquiries_1)

1. **[Why send out weekly e-mail updates when all they do is give a false sense of security and create rumors?](#_Employee_FAQ_Inquiries_1)**[We appreciate the feedback regarding the recent communications. The frequency and objective of the communication is to provide timely, relevant, and fact-based information. We strive to create an environment where you feel informed and supported. This feedback](#_Employee_FAQ_Inquiries_1) **[has been shared](#_Employee_FAQ_Inquiries_1)** [with our leadership team and will be take it into consideration.](#_Employee_FAQ_Inquiries_1)
2. **[You committed to be open and transparent. There haven’t been any questions posted from staff. Where are those questions/answers? The Q&A you currently have in 2024 are the same ones copied/pasted from 2023.](#_Employee_FAQ_Inquiries_1)**[We recently experienced a high volume of questions and incurred a delay updating our FAQ page. As the complexity of the Provincial Efficiency Review continues, which affects various services and roles within Peel Region, we strive to provide answers that are accurate and fact-based. At times this may mean a delay in response. We appreciate your patience.](#_Employee_FAQ_Inquiries_1)

## [Political/Legislation](#_Employee_FAQ_Inquiries_1)

1. **[We are still including language in contracts regarding Bill 112/ the Hazel McCallion Act. As this legislation has not been officially amended, using this language is causing uncertainties with vendors or prospective bidders for large capital projects. Do you know when this legislation will be repealed or amended to reflect the commitment made by the Province to not dissolve Peel Region?](#_Employee_FAQ_Inquiries_1)** [We currently do not have any indication as to when the Provincial Government will introduce new legislation to amend or repeal Bill 112. Peel staff are asked to continue to work closely with vendors, advising of the situation and providing assurances that there will be no disruption in services. We will continue to advocate for clarity and timely communication from the Transition Board and the Ministry and will share updates as soon as we are able.](#_Employee_FAQ_Inquiries_1)
2. **[Is there a risk of dissolution again in the future if the ruling party of Ontario changes in the next provincial election?](#_Employee_FAQ_Inquiries_1)**  [We continue to engage with our provincial colleagues to ensure that the value of Peel Region services is understood. Through ongoing dialogue and partnership, we aim to highlight the positive impact and importance of the services we provide to our community.](#_Employee_FAQ_Inquiries_1)

## [Training/Career Supports](#_Employee_FAQ_Inquiries_1)

1. **[What learning and development and job shadowing opportunities are currently available? How can these opportunities be more visible and affordable for staff who want to work in a particular division for career advancement but are not given the opportunity?](#_Employee_FAQ_Inquiries_1)**  [Peel offers all employees](#_Employee_FAQ_Inquiries_1) [[career](#_Employee_FAQ_Inquiries_1)](https://peelregionca.sharepoint.com/sites/I4/SitePages/Career-Management-and-Performance-Development-Planning.aspx#performance-development-plans) [development services through our](#_Employee_FAQ_Inquiries_1) [[YourPath](#_Employee_FAQ_Inquiries_1)](https://peelregionca.sharepoint.com/sites/I4/SitePages/Career-Management-Planning.aspx?source=https%3a//peelregionca.sharepoint.com/sites/I4/SitePages/Forms/AllNews.aspx) [career program.  You can access several e-learning career topics and various career opportunities or engage with a career coach.  Visit](#_Employee_FAQ_Inquiries_1) [[YourPath](#_Employee_FAQ_Inquiries_1)](https://peelregionca.sharepoint.com/sites/I4/SitePages/Career-Management-Planning.aspx?source=https%3a//peelregionca.sharepoint.com/sites/I4/SitePages/Forms/AllNews.aspx) [on Pathways or email](#_Employee_FAQ_Inquiries_1) [zzg-YourPath](#_Employee_FAQ_Inquiries_1) [for more information.](#_Employee_FAQ_Inquiries_1)
2. **[Will there be an opportunity for members of the public, those who live in Peel, to submit feedback to the transition board on their new mandate?](#_Employee_FAQ_Inquiries_1)** [The Transition Board has a](#_Employee_FAQ_Inquiries_1) [['Contact Us'](#_Employee_FAQ_Inquiries_1)](https://www.ontario.ca/feedback/contact-us?id=544578&nid=544589) [form where members of the public can submit inquiries and request feedback at any time.](#_Employee_FAQ_Inquiries_1)

## [Future Operations](#_Employee_FAQ_Inquiries_1)

##  [Are there any plans to change or remove the current hybrid work policy?](#_Employee_FAQ_Inquiries_1)

## [There are no immediate plans to update Peel’s](#_Employee_FAQ_Inquiries_1) *[Remote Work](#_Employee_FAQ_Inquiries_1)* [policy.  Under this policy, people leaders identify the types of operational requirements for which employees are expected to work at a Regional worksite, and, in turn, the expected number of days and days of the week that employees are required to work onsite.](#_Employee_FAQ_Inquiries_1)

##  [Staff were hired with the expectation that they could work remotely, yet the pressure to 'return' to the office is growing. This isn't a fair or equitable to those employees, especially those who live far away.](#_Employee_FAQ_Inquiries_1)

[Peel Region has very few roles that are 100% remote. The majority of positions are either onsite or hybrid work mode. When potential employees accept an offer with the Region, hybrid work and its expectations are outlined in their Offer Letter. Under Peel’s Remote Work policy, people leaders identify the types of operational requirements for which employees are expected to work at a Regional worksite, and, in turn, the expected number of days and days of the week that employees are required to work onsite.](#_Employee_FAQ_Inquiries_1)

## [50](#_Employee_FAQ_Inquiries_1)[th](#_Employee_FAQ_Inquiries_1) [Anniversary](#_Employee_FAQ_Inquiries_1)

1. **[Will each department be allocated a budget to celebrate the 50th anniversary celebration with employees? Will promotional items be available?](#_Employee_FAQ_Inquiries_1)** [We are in the process of procuring promotional items with the “50th” branding. Each Peel Region employee will be receiving these in a package at no cost to them. The packages should be ready for distribution in the Spring – stay tuned!](#_Employee_FAQ_Inquiries_1)

[Each department, division or team can also decide on how they will be recognizing Peel’s 50th anniversary. There are opportunities to do that as part of: Town Halls, Staff Days, Departmental leadership (CDMS) meetings, Staff appreciation events during March as part of the Employee Appreciation Month, Special celebration events.](#_Employee_FAQ_Inquiries_1)

[The cost for celebrations will come from the respective teams. The communications team can provide teams with 50th anniversary display photos and décor.](#_Employee_FAQ_Inquiries_1) [[Click here](#_Employee_FAQ_Inquiries_1)](https://peelregionca.sharepoint.com/sites/I1/SitePages/Peel%E2%80%99s-50th-anniversary.aspx) [for more.](#_Employee_FAQ_Inquiries_1)

# **[Employee FAQ Inquiries Verbatim](#_Employee_FAQ_Inquiries_1)**

[The following is a complete list of questions verbatim by Peel Region staff through the FAQ contact form on Pathways+ from](#_Employee_FAQ_Inquiries_1) **[February 23, 2024, to April 8, 2024](#_Employee_FAQ_Inquiries_1)**[, and also includes inquiries from the recent CS town hall.](#_Employee_FAQ_Inquiries_1)

[Questions have been grouped within the following categories:](#_Employee_FAQ_Inquiries_1)

* [[Job Security](#_Employee_FAQ_Inquiries_1)](#_Job_Security_1)
* [[Pension, severance, benefits](#_Employee_FAQ_Inquiries_1)](#_Pension,_severance,_benefits_1)
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* [[Continuing projects/ Budget Planning](#_Employee_FAQ_Inquiries_1)](#_Continuing_Projects/Budget_Planning￼)
* [[Employee Communication](#_Employee_FAQ_Inquiries_1)](#_Employee_Communication)
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* [[50](#_Employee_FAQ_Inquiries_1)[th](#_Employee_FAQ_Inquiries_1) [Anniversary](#_Employee_FAQ_Inquiries_1)](#_50th_Anniversary)

## [Job Security](#_Employee_FAQ_Inquiries_1)

1. [What is the exact plan with Public Works in regards to this transition. How will downloading services to local municipalities be more efficient instead of uploading to ROP. The ROP departments work in an interconnected manner which makes it possible to achieve greater efficiencies in governance as well as time and costs and leverage better partner cooperation. Also, this model works seamlessly and results in lesser delays in processes. Please explain how exactly will the TB achieve better results with what they're intending. Thanks for the opportunity to ask the question.](#_Employee_FAQ_Inquiries_1)
2. [Although we want to focus on facts moving forward, what are the implications of different areas not being a part of the Region (e.g., Transportation, Public Works, Solid Waste, and Planning)?](#_Employee_FAQ_Inquiries_1)
3. [Barring performance issues, will ALL Regional employees still have a job once the future governance structure of the Public Works services is implemented?](#_Employee_FAQ_Inquiries_1)
4. [How can we support groups that are being looked at by the transition board?](#_Employee_FAQ_Inquiries_1)

## [Pension, severance, benefits](#_Employee_FAQ_Inquiries_1)

1. [Reiterate the floating vacation day removal - that was a disturbing rumour to hear.](#_Employee_FAQ_Inquiries_1)
2. [Are the floater days at the end of the year being removed? Are there any changes being discussed to floater days or restructuring of days off?](#_Employee_FAQ_Inquiries_1)
3. [I put a question in the chat regarding pay timings - change Thursday to Wednesday to Monday to Sunday. This would be incredibly helpful and reduce so much additional work for the HRIC/Payroll/Disability/ anyone who is involved with paying staff.  I understand that it will be a challenge to implement, and will take time, but it is something that I feel should really be considered and not put aside as too challenging.  We currently pay salaried staff a week in advance and that makes for so many system changes (over/under payments) when entering time and someone takes a day off, a sick day, an unpaid day etc. I appreciate you taking the time to review and consider this suggestion.](#_Employee_FAQ_Inquiries_1)

## [Retention](#_Employee_FAQ_Inquiries_1)

1. [Several staff were hired in 2023 on contract with the end date of termination of December 31, 2024 because of the original legislation that Peel will dissolve on this date.  In the event that there is a dissolution of some of department in Peel, would these contract officer be transfer to lower tier municipality as regular employee.](#_Employee_FAQ_Inquiries_1)
2. [Wondering why Administrative Support Job Position Descriptions not been updated for the past 7+ years? Also, why do salaries not reflect and consider the level of the person that you report to (ie - Director, Manager, Team)?"](#_Employee_FAQ_Inquiries_1)

## [Transition Board](#_Employee_FAQ_Inquiries_1)

1. [Is there the option for the dissolution board to be more transparent moving forward?](#_Employee_FAQ_Inquiries_1)
2. [A while back, Gary mentioned that it would be great to repurpose the Peel introduction material to Transition Board into internal onboarding material. Is this initiative on our radar at this time?](#_Employee_FAQ_Inquiries_1)
3. [Will there be Internal Region of Peel introduction material based on presentation material to Transition Board when they were first getting acquainted with the Region of Peel? Gary complimented that Transition Board received a very comprehensive presentation on Peel's services and inner workings that was better than the introduction he received when he took on as CAO.](#_Employee_FAQ_Inquiries_1)
4. [Can Region of Peel representative advocate to ensure a thorough investigation and evaluation process is being conducted by the transition board. At a minimum we should advocate for three (3) alternatives to determine efficiency and effectiveness , (1) Status Quo, (2) uploading lower municipalities services to Region of Peel and, (3) downloading the Region of Peel services to the lower tier municipalities.](#_Employee_FAQ_Inquiries_1)

## [Continuing Projects/Budget Planning](#_Employee_FAQ_Inquiries_1)

1. [Will the projects that were paused because of dissolution be restarted?](#_Employee_FAQ_Inquiries_1)

## [Employee Communication](#_Employee_FAQ_Inquiries_1)

1. [Why send out any weekly updates when all those emails do is send a false sense of security and stir the pot by creating rumors. Some of the emails state the front line workers aren't going anywhere and how much we're needed but yet you actually don't know that,  The front line workers could get let go tomorrow and be replaced by contractors but again why send out a false sence of security every week. Also why send Mark Crawford and Joe around to the yards to answer questions but yet all of the questions we asked them, they responed with "I have no answers for you" or "we can bring it up in the next meeting". And at the end of the day we never heard back from them.](#_Employee_FAQ_Inquiries_1)
2. [You committed to be open and transparent.  I cannot believe that since Jan 2024, there hasn't been any questions asked and posted from staff of the 4 services the Region is currently providing, and the TB is looking at downloading.  Where are those questions/answers?  The Q &A you currently have in 2024 are the same ones copied/pasted from 2023.  We know PLANNING is gone and ROADS are being downloaded.  Everyone talks about it.  Current financial procurement requests came to ROADS only and no other services.  Please start sharing meaningful updates.  Enough with dragging this trying to hide or sugarcoat the inevitable.  We get it, the longer you withhold the information, the longer the staff will stay.  But what will happen after...  You - the CAO, ELT, DLT, will all have jobs.  Please put yourself in the shoes… …of a contract worker, or an administrator - TA, or a senior staff member with 20, 30 years of experience.  Having "coffee chats" at 10 Peel in a room that holds 20 people is a joke.  Start bringing HR to the meetings, answer employment: severances/seniority/benefits/pensions/contract position/options where one can go/transfer vs competition questions.  Who in HR is leading this task?  Bring those people to the meetings, have them answer the question/start providing weekly updates.  This transition will not happen overnight.  Be prepared and proactive when the announcement comes.  Not everyone will be able to transition, that's the reality.  Start talking please.  Leadership is looking after themselves with by-weekly courses.  Staff below are left on their own.  You are now affecting lives and families that depend on your leadership.  I'm not sure what staff needs to do to get the message to CAO/DLT/ELT.  Please Gary and Kealy, start delivering meaningful information to allow staff to make wise decisions.  You are having weekly meetings with TB, which probably take hours but your weekly updates have zero information, week after week.  Thank you](#_Employee_FAQ_Inquiries_1)

## [Political Legislation](#_Employee_FAQ_Inquiries_1)

1. [We are still including language in our contracts that speaks to the Hazel Mcallion Act. as the current legislation has not been repealed or ammended.  I beleive this languiage is still causing some uncertainties with vedors or prospective bidders for large capital projects.  Through the TB or through the Provincial Government, do you know when the Government will be either repealling this legislation or ammending to atleast reflect the… …commitment made of the Province in late 2023 to not dissolve the Region.  Also, there incentives and other commitments made to staff, linke to Bill 112..what is the status of those commitments?](#_Employee_FAQ_Inquiries_1)
2. [Is there a risk of regional dissolution again in future if the ruling party of Ontario changes in next elections?](#_Employee_FAQ_Inquiries_1)

## [Training/Career Supports](#_Employee_FAQ_Inquiries_1)

1. [What is in place for Learning and Development opportunities and Job shadowing. How can this be more visible and affordable for staff who wants to work in a particular division for career advancement but is not given the opportunity.](#_Employee_FAQ_Inquiries_1)

## [Future Operations](#_Employee_FAQ_Inquiries_1)

1. [Are there any plans to move away from Hybrid and return to in-office or at least more mandatory in office days?](#_Employee_FAQ_Inquiries_1)
2. [Will our flex work policy stay?](#_Employee_FAQ_Inquiries_1)
3. [Are there any plans to change the current hybrid work policy? And if so, who proposes and approves the change. More transparency around this would be greatly appreciated.](#_Employee_FAQ_Inquiries_1)
4. [How will we ensure equity for all employees are we put pressure for staff to spend more time working out of the headquarters? - when staff were hired remotely, and Peel tried to recruit the best talent, that talent came with the expectation that they could work remotely first, and yet the pressure to 'return' to the office is growing, but it isn't a fair or equitable consideration for employees hired from all over southern Ontario.](#_Employee_FAQ_Inquiries_1)

## [50](#_Employee_FAQ_Inquiries_1)[th](#_Employee_FAQ_Inquiries_1) [Anniversary](#_Employee_FAQ_Inquiries_1)

1. [Will each section be given a budget to spend for 50th anniversary celebration with employees? Or would the section have to use their current own budget to celebrate? I also wanted to learn more about the promotional items mentioned, what situations warrant purchasing these items?](#_Employee_FAQ_Inquiries_1)