

## Employment Advice

Because prevention is the best strategy, our first line of defense is to help you put policies and procedures in place that minimize your employment liability. Our team regularly drafts and revises employee handbooks and policies to help our clients achieve their business goals. We also provide advice regarding workplace issues as they arise to help employers respond lawfully and effectively.

Our team provides advice across the spectrum of employment law issues, such as:

- Accommodating employees with disabilities or for pregnancy or religious reasons
- Appropriately dealing with union grievances
- Background checks
- Classification of exempt and non-exempt employees
- Minimum wage and overtime issues
- Dealing with problem employees
- Drug and alcohol testing
- Employee handbooks
- Employment issues related to mergers, acquisitions, or other business transactions
- Employment policies
- Lawful efforts to keep a workplace union-free
- Managing leaves of absence and FMLA requirements
- Reductions in force
- Relationships with independent contractors
- Responding to discrimination and harassment complaints
- Terminating employees
- Workplace violence prevention, response-planning, and response

Our team is widely respected for its knowledge of employment law, and we are frequently invited to speak at community, trade association, and bar association events.

Part of our service to you is to keep you abreast of developments in the field. To that end we offer several programs:

- **Seminars** providing legal updates and practical advice on compliance and prevention
- **Training** covering topics such as harassment, violence, privacy, diversity, disabilities, and discipline in the workplace
- **The Modern Workplace**, a blog updating you on important developments in employment law