

EMPLOYER COMPLIANCE ASSISTANCE

Employment Law Lawyers Assisting Clients Shape Policies

The best way for employers to manage the risks posed by unwieldy and ever-changing employment laws and regulations is to focus on compliance and policy management. Employers who have strong compliance programs are better able to implement and enforce reasonable workplace policies and defend themselves in the event of litigation.

Simply having a handbook or workplace posters hung in a lunchroom or copy room is not sufficient to protect employers in today's business and legal environment. Employers may not realize the significant effects that state and local laws and regulations have on employee rights, including additional rights to leaves of absence from work, not provided under Federal law. Many employers often have "growing pains" as they expand from a small business where employers treat employees like family to a larger company with employees whom are not familiar with or mindful of company culture. Employers often find themselves with the impossible decision of whether to "help" an employee while considering the potential problems that "help" can create for the employer in the future. Our lawyers focus on the critical balance between employer rights and the need to maintain a productive workforce.

Experience and services provided:

Employee Handbooks

- Creating and revision of employee handbooks
- Alternate handbook formats for employers with offsite employees in other states or locations

Policy Development

- Employee background checks – criminal, credit, driver's license checks
- Drug testing policies
- Employment eligibility verification
- Dress codes
- HIPAA and Affordable Care Act compliance

Policy Implementation

- Counseling employers on use of background check information in hiring and termination of employees
- Implementation of drug testing policies including employee counseling, discipline, termination, and effect on offers of employment
- Counseling employers on employee privacy issues in hiring, discipline, and termination of employees
- Counseling employers on consistent policy enforcement and employee policy awareness
- Counseling employers on documentation of employee performance and discipline issues, including protection of employers from making unnecessary admissions and unintended consequences
- Counseling employers on employee discipline and termination

Management and Workforce Training

- Harassment and discrimination training of employees
- Workplace confidentiality training
- Insurance compliance training
- Government contract compliance training
- Training managers to spot and report harassment and discrimination
- Training on social media issues – use of private social media accounts for business purposes, "cyberbullying," impact of conduct on private social media accounts on employee's job
- Workforce training on speech in the workplace
- Training for managers and employees on the difference between a "hostile work environment" and appropriate workplace criticism
- Training managers on implementing changes in workplace culture and policy

Disability Accommodation and Medical/Personal Leave of Absence Management

- Counseling employers on the interplay between the Family and Medical Leave Act (FMLA) and the Americans with Disabilities Act (ADA)
- Designing and implementing reasonable accommodations for disabled individuals in the workplace

- Compliance with state and local leave laws, including paid family leave and leave for victims of domestic violence
- Investigation and discipline of employees for abuse of accommodations
- Investigating and discipline of employees for abuse of leave rights
- Counseling employers on medical/personal leave reinstatement
- Counseling employers on issues arising during leave, alternate staffing arrangements, and termination of employees who do not return from leave
- Management of military leave and reinstatement

Contact an Employer Compliance Attorney Today

The attorneys in our Employment Law group take pride in delivering high quality, comprehensive representation to employers throughout the region and beyond. If you have questions about our firm's services or are seeking legal counsel in connection with an employment law matter, we encourage you to schedule an appointment with a member of our Employment Law team.

Learn how our attorneys can help you advance your business objectives. We service businesses and other entities with offices in Philadelphia and Blue Bell, Pennsylvania as well as Cherry Hill, New Jersey. Contact us online or by phone at 610-260-6000 today to arrange a consultation.