

Leaves of Absence

- Family and Medical Leave Act (FMLA)
- Americans with Disabilities Act (ADA)
- FMLA – ADA Interaction
- Paid Parental Leave Policy
- State Leave Laws
- Local Leave Laws
- Short-Term Disability
- Interaction of benefits and leaves of absence

Compensation

- Fair Labor Standards Act (FLSA)
- Exempt vs Non-Exempt analysis
- Independent contractor vs. employee analysis
- Telecommuting policy and FLSA issues
- Compensation program design
- Employee compensation
- Executive compensation
- Total rewards and recognition packages (compensation statements)
- State and local pay laws – Ban the Box

Employee Engagement

- Stay interviews
- Employee engagement surveys
- Employee engagement and team building
- Older workers and technology
- Generations in the workplace
- Group facilitation
- Employee retention
- Performance reviews

Legislative and audit issues

- Legislative updates
- Case law updates
- Politics in the workplace and Washington D.C.'s impact on business
- NLRB impacts on employment law
- Department of Labor audits
- HR audits
- Employee file audits
- State and local discrimination laws

Policies and Employee Handbooks

- Discrimination Policy and Training
- Harassment Policy and Training
- Medical marijuana in the workplace
- Opiates in the workplace
- Older workers and avoiding discrimination
- Paid Time Off and Vacation policies
- Bring your own device policy (confidentiality and security)
- HIPAA for employers
- Social media policy
- Employee handbook creation
- Policy and procedure review

Leadership

- Corporate Culture and Core Values
- Executive compensation
- Leadership development
- Strategic planning
- Leadership surveys
- Talent development
- Group facilitation
- Employee Retention

Hiring and Termination

- Job descriptions
- Employment, confidentiality and non-compete agreements
- Confidentiality agreements
- Non-compete agreements
- Severance agreements
- Recruiting
- Hiring employees with confidentiality and non-compete agreements
- Employee termination
- Exit Interviews
- Hiring and Termination checklists
- Recovering company property from terminated employees
- Unemployment issues

Employee Conduct Issues

- Employee discipline (conducting and documenting)
- Employee investigations (proper procedure)
- Facilitation and mediation
- Employee dispute resolution
- Avoiding employment claims
- Employee benefits issues
- Affordable Care Act compliance
- COBRA compliance
- ERISA compliance (health and welfare only)
- HIPAA for employers
- Medical child support orders
- Benefits surveys
- Benefits analysis