

ON-SITE SEMINARS

Pedersen & Houpt brings labor, employment law and employee benefits education directly to your office. We can help your supervisors understand how various federal, state and local laws should influence their actions and decisions. Protect your business by becoming better informed on the complicated aspects of employment laws applicable to your particular industry.

The workplace strategies and solutions we offer you as part of our counseling services not only assist with the proper operation of your business, but can serve to provide defenses, strengthen litigation positions and prevent claims from being filed. We can also customize a seminar to fit your educational needs.

Employee Relations	Gain a better understanding of overtime exemptions, the dangers of misclassifying employees, myths about small employers, the dangers of "do it yourself" personnel fixes, and legislative and case law updates.
From Start to Finish	Learn how to improve hiring, performance evaluations and terminations.
Fundamentals of Employment Law	Supervisors need a basic understanding of the wide array of employment laws and new legal developments relating to age, race and sex discrimination that apply in the work force and how this affects personal information, including: ADA, Federal and State FMLAs, GINA, HIPAA, and Workers' Compensation.
"Nuts and Bolts" of Using an ESOP for Business Succession	ESOPs can be effective tools for leveraged buyouts, ownership successions and for other financing and capital formation activities. This seminar covers the structure, mechanics and benefits of an ESOP as well as other ESOP transaction issues.
Personal Liability	As a supervisor, manager and/or executive, you may have personal liability under employment laws. Learn about this and how to avoid it.
Restrictive Covenants: Issues and Strategies	Employers can protect themselves with restrictive covenants and should take certain steps when employees resign or when hiring employees from competitors. Learn about new cases addressing restrictive covenants and how to protect your company.
Sexual Harassment Awareness and Prevention	Educate your supervisors about what the law requires regarding investigating, remedying and preventing sexual harassment claims and the costs of non-compliance. A separate seminar can be given to your rank and file employees as part of your effective policy against sexual harassment.
Social Media	Learn how to embrace social media at work while reducing the risks of abuses.
Working Conditions – Federal and State Laws	Supervisors and HR personnel need an understanding of the federal and state laws governing overtime, breaks, vacation, final compensation, and jury duty.

In addition, we also offer one-on-one training that employers can provide to executives and other valuable employees who need individualized counseling on harassment, diversity sensitivity, and other behaviors that can lead to employer liability. This may make sense for individuals who have been accused of harassment or other inappropriate conduct and/or when the individual is a partner, owner, or more senior member and/or one whose actions can bind the employer.

If you would like to learn more, please contact one of our employment attorneys:

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