

EMPLOYMENT PRACTICES COUNSELING

We provide preventative counseling and guidance to businesses regarding all aspects of the employer/employee relationship, including:

- Lawful hiring processes, interviews and background checks
- Wage and hour compliance
- Investigations of employee misconduct
- Workplace privacy
- Drug and alcohol testing
- Leaves of absence and disability accommodations
- Employee performance management
- Employee discipline and discharge
- Reduction-in-force programs, including compliance with state and federal laws such as the Worker Adjustment and Retraining Notification Act (WARN)
- Trade secret protection
- Social media use by employees

We also provide management training regarding issues such as hiring and firing, performance management, workplace investigations, discrimination and harassment. Our attorneys are regularly engaged to provide on-site sexual harassment training pursuant to California A.B. 1825, which mandates biennial training of supervisors on workplace sexual harassment.