

How Employment Law Attorneys Can Help Employers

Employers must meet many federal, state and local legal requirements in order to successfully run every aspect of their businesses. Attorneys knowledgeable in these laws and regulations can help employers meet their legal obligations and fulfill their duties. Below are some of the issues employment law attorneys can help employers with.

Develop internal policies and procedures, including employee hiring and firing, internal complaint and investigation procedures, antidiscrimination policies, writing employee handbooks and creating document retention policies (such as for emails).

ERISA reporting requirements. Employers who offer employment benefit plans must meet the federal reporting requirements, both to federal agencies and to the employees and their beneficiaries.

Administering employee benefit plans, such as choosing how to invest retirement plans, selecting health care coverage and other benefits.

Setting overtime policies and ensuring compliance with federal and state wage and hour laws, including the correct method of calculating overtime wages and determining whether certain employees are exempt from payment of overtime compensation.

Immigration issues, especially for employers who hire foreign employees for temporary work, training, cultural exchanges or as full-time employees. An employment law attorney can help with the visa application process and any necessary certifications from the US Department of Labor, among other issues.

Compliance with federal laws, including the Fair Labor Standards Act, Title VII, Americans with Disabilities Act, Age Discrimination in Employment Act, ERISA (as well as the HIPAA and COBRA), Equal Pay Act and others.

Developing Family and Medical Leave Act (FMLA) and pregnancy leave policies and ensuring compliance with federal requirements for the leave.

Legal matters, including employee lawsuits, internal investigations, agency hearings (like with the Equal Employment Opportunity Commission), and drafting employee, independent contractor, vendor and other contracts necessary to run the business.

Employment law attorneys also can help with:

- **Labor disputes with labor unions**
- **Diversity initiatives**
- **Reduction in workforce issues**
- **Severance packages**
- **Conflict of interest issues**

Employment law attorneys can help small business owners and large business owners alike with their legal matters and compliance issues. An experienced employment law attorney can help employers understand their legal options and the best way to meet their local, state and federal employment law obligations.



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