Counseling & Preventive Practices

Preventing HR Problems Before They Happen

Sometimes the most valuable advice we offer clients relates to ordinary, day-to-day questions and concerns that arise in the normal course of running a business. Early intervention often can prevent expensive problems. We advise clients on the full range of employment issues, including wage and hour compliance, hiring and retention practices, discipline and discharge, reductions-in-force, sexual and other forms of unlawful harassment, leaves of absence, and workplace privacy.

Policies & Practices

We work closely with clients to draft and review their employee handbooks and to implement best practices in the areas of compensation, medical and family leave, PTO, reasonable accommodation for disabilities, computer and internet use and social media, and workplace misconduct.

Employment Agreements & Audits

Often in collaboration with our corporate, tax, and IP partners, we help clients to put in place key agreements, including employment, independent contractor, restrictive covenant, separation, and retention agreements.

To help clients assess their employment practices, we conduct audits to review wage-and-hour compliance, performance management practices, and computer and internet policies. The audits include specific recommendations for full legal compliance and the creation of best practices.

Training

We also offer discrimination and harassment prevention training, management skills training, and various customized training programs for specific client needs.

Team

Veronica A. Mantilla

Matthew L. Mitchell

Related Case Studies

Particles Plus Exemplifies What Employers Can Do to Help Protect Employees During COVID-19