

## HR CONSULTATION & TRAINING



Husch Blackwell understands that a proactive approach goes a long way toward averting and minimizing employment disputes. We help businesses develop workplace policies that satisfy applicable government regulations, while advising on best practices for handling day-to-day human resource matters. Our team conducts audits to identify areas that need attention, such as recordkeeping, wage and hour compliance, and equal employment opportunity compliance. We also investigate employee misconduct.

To boost client awareness of potential legal problems, we conduct HR training for managers and human resource professionals. The programs stress actual problems faced by clients and offer practical suggestions to reduce liability and increase compliance. Common topics include lawsuit avoidance, regulatory compliance, respect in the workplace, effective management, and supervision of a union workforce.

### Representative Experience

Designed and delivered training to national for-profit education client's employee relations staff on conducting and documenting internal investigations, including "hot line" inquiries.

Designed audit processes for employers to assess and mitigate their risk of overtime actions.

### Contact Information

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Regularly works with employers to help return injured, ill, or disabled employees back to the workforce, balancing leave and accommodation issues with business need and strategy.

Advise employers on strategies to safely address employees in transition.

Handled internal company investigations with particular focus on investigating matters involving allegations of employment discrimination, harassment, and civil rights issues.

Counseled and represented employers on evolving state and federal employment laws in light of COVID-19 pandemic, including the Families First Coronavirus Response Act, the CARES Act, and various state-specific orders and statutes. Regularly assisted with COVID-related workplace emergencies.

Drafted and reviewed applications and onboarding materials, offer letters, employment agreements, restrictive covenants, and separation and release agreements.

Served as lead labor and employee relations trainer to a state university medical center, providing employee relations training to more than 900 leaders.