

Employment Law Corner

Monthly Report



FOLEY & FOLEY^{PC}
ATTORNEYS AT LAW

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February Updates

1. [Our Gift: A Handy Dandy Non-Compete Chart](#)
2. [Love Conquers All \(and the Courts are here for it\)](#)
3. [The DOL Is Hiring, Fining and Pining to Enforce Employee Misclassification](#)
4. [Arbitration Agreements Are Getting a New Carve Out](#)

No Cost Ways to Retain Employees

Whatever you call it—the Great Resignation or the Great Realignment—there is nothing great about turnover. Countless articles have been written about new and clever ways to attract and retain employees. Our experience with thousands of clients over the years gives us a clear view of workplaces. Here is what we have learned:

It Starts at the First Day:

Do not overlook your onboarding process. It is an important way to begin a positive employee relationship. Explain the tools of the job, clearly define goals and duties, outline expectations, and if possible, assign a mentor. Make it clear who will be supervising and where to go when issues come up. The open-door policy only works when the right door is pointed out! Make sure your handbook and policies are actually read. This is also the time to explain benefits.

Employee Care and Maintenance:

- **Guide, mentor and check in often.** An annual or even quarterly review is not the same as weekly or daily check ins. This encourages dialogue and builds a relationship. Continue to communicate any benefits you have that could help. We often hear of employees not being aware of benefits because employers assumed they knew.
- **Conduct a Stay Interview:** This trend has a strong success rate. Explore an employee's strengths and ideas. For example, ask which policies or procedures could be changed or improved. How could the job be made better? By asking for input, you can learn a great deal about workplace culture and give an employee a feeling of ownership in the position.

Your Workplace:

- **Benefits:** No one ever wanted a ping pong table at work. The most important benefits are the tried-and-true ones that matter in life:
 - Health insurance
 - Paid time off (PTO)
 - Performance Bonuses
 - Retirement plan
 - Flexible schedule when needed
 - Possible remote or hybrid workAgain, it is crucial that you do some internal marketing of your benefits—whatever they are—to showcase your workplace benefits.

- **Scheduled raises:** Whether it is the New Year, the fiscal year or the work anniversary, employees want to know when they are eligible for more money. It is also a good time to check the market value for positions. The past three years have had so many changes—including in pay.
- **Culture:** Do you know your workplace culture? Is it welcoming? Tense? The more you train your managers to listen and communicate, the more you will know about the culture. It really matters for retention.

We can help. We have fixed fee services to audit your workplace culture, including Stay Interview questionnaires and other helpful resources. Contact us.

Mark Leonhard, Jr.

Throughout law school and since graduating, Mark has gained experience representing and advising both private and public sector employers on a wide variety of labor and employment matters. Mark's experience includes working with employers on collective bargaining agreements, employment agreements, employment discrimination and wrongful termination, wage and hour compliance, and more. Mark offers a broad perspective from his work with Federal and State offices, municipalities, and private employers of all sizes across several industries.



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