

# Employment Law Corner

## Monthly Report



FOLEY & FOLEY<sup>PC</sup>  
ATTORNEYS AT LAW

January 2025

### Employment Law Corner:

#### New Year, New On-Demand Career Development

We all know that having strong Human Resources services, practices and procedures is integral to any organization's success. From our perspective, training is the main driver for an effective HR team. A thoroughly trained and informed team is crucial for organization-wide employment law compliance. Likewise, having individuals in supervisory, management, and HR-related roles without proper employment law training exposes the organization to numerous compliance consequences—and that can mean significant penalties and lawsuits. Given the need to comply with all the applicable local, state, and federal employment laws, your team needs regular training. We want to make that easy with our Employment Lawyer-led training. Day in day out, we work with thousands of HR professionals nationwide, with organizations of all sizes and industries. We use our unique experience to craft guidance and training. Check out our [client testimonials](#)—we know the legal and practical ins and outs of the workplace. Utilizing our [Foley Fundamentals-Career Development and Certification Program](#), your managers, supervisors, and HR personnel can proactively identify and address potential legal issues before they escalate into significant problems. This includes handling employee recruitment, medical leaves, terminations, disciplinary actions (and many more issues) in a manner that minimizes legal risks and protects the organization from claims of discrimination, harassment, and wrongful termination.

**We can help.** In the spirit of the New Year, Foley & Foley is pleased to introduce its new and improved [Foley Fundamentals – Career Development and Certification Program](#), **now available On-Demand.** Providing Foley Fundamentals to your team will help ensure that individuals are well-informed, skilled and equipped to comply with applicable employment laws, both new and existing. Our Career Development and Certification Program provides a unique On-Demand opportunity for those in management and supervisory roles, including HR professionals, to develop the skills necessary to start navigating the complex world of employment law and to become “subject matter experts” in topics such as:

- **Leaves of Absence**, Compliance with FMLA, state specific leave law interactions, and the ADA.
- **EEOC Anti-Discrimination and Harassment**, Handling issues of discrimination, harassment, and sexual harassment; DEI initiatives; conducting effective investigations; and politics and hot topics in the workforce.
- **Handling RIFs**, Mass layoffs, WARN requirements, disparate impact analyses and selection, severance agreements, and termination meetings.

#### January Updates

[Have a Holly Jolly Work Party](#)

[How to Save \\$12 Million Bucks](#)

[It's Time to Get Your I-9 House in Order](#)

- **Employee Management**, Effective management techniques and styles, clear communication, and performance management.
- **OSHA and Workplace Safety**, Safety and emergency management.
- **FLSA Wage & Hour**, Employee exemption classifications, independent contractor classifications, compensable time, hours worked, and wage deductions.
- **Recruitment**, Job postings, interviews, pre-employment screenings and employment verification and onboarding.
- **Drug Testing and Reasonable Suspicion**, Marijuana, leave laws and substance abuse.

### **Who We Are:**

- We represent employers exclusively from coast to coast in all facets of employment law and litigation. Our mission is solving problems and anticipating issues so you can concentrate on your business.
- We are constantly searching for the trends and upcoming issues in the law that will impact our clients. We want our clients to be informed and ready. Our familiarity with the workplace and our approach sets us apart from other law firms, making us well equipped to handle your unique needs.
- We are not like other firms: Anyone can tell you what the law states and its limits. That is easy. We find creative solutions within those restrictions that move your business forward. We seek to minimize your risk so you can get back to business. Learn how we can help your business: **Foley & Foley PC attorneys specialize in Employment and Labor Law in the Public and Private Sectors (foleylawpractice.com).**

### **Meet Martine Wayne**

Martine concentrates her practice on advising and representing businesses on a wide range of labor and employment matters. Martine’s experience includes employment litigation and providing strategic guidance on a myriad of employment issues, including discrimination, employment policies and agreements, wage and hour issues, leaves of absence and terminations. Check out her full bio [here!](#)



### **Meet Julia Pomella-Griggs**

Julia has experience on a wide range of employment matters in the public, private, and nonprofit sectors. Julia’s experience includes counseling clients, drafting and analyzing policies, managing workplace misconduct, and conducting trainings.

Check out her full bio [here!](#)



### **Contact Us**



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