

# Lexis Practice Advisor<sup>®</sup> Labor & Employment Table of Contents

# Screening and Hiring

- Recruiting and Screening
- Hiring and Onboarding
- Federal Contractors
- Jurisdictional Coverage

# **EEO** Counseling

- Statutes, Theories, and Defenses
- Preventing EEO Violations
- Internal EEO Complaints
- EEO Litigation
- Diversity and Affirmative Action
- Jurisdictional Coverage

# **Employment Contracts**

- Employment Agreements
- Releases
- Compensation Agreements
- Arbitration Agreements and Other Litigation Waivers
- Relocation and Telecommuting
   Agreements
- Secondment Agreements
- Internship Agreements
- Office Relationship Contracts
- Union-Related Agreements
- Jurisdictional Coverage

#### Non-competes and Trade Secret Protection

- Non-compete Basics
- Types of Restrictive Covenants
- Enforcing Restrictive Covenants
- Restrictive Covenants in M&A
- Protecting Trade Secrets
- Jurisdictional Coverage

# **Employee Benefits**

- ERISA
- Retirement Plans
- Health and Welfare Plans
- Employee Benefits in M&A

# **Executive Compensation**

- Executive Employment Agreements
- Types of Executive Compensation
- Deferred Compensation Trusts
- Executive Separation Agreements and Severance Plans
- Executive Compensation in M&A

- Corporate Governance
- Disclosure
- Jurisdictional Coverage

### Independent Contractors

- Employees vs. Independent Contractors
- Agreements and Restrictive Covenants
- Best Compliance Practices
- Jurisdictional Coverage

# **Employment Policies**

- Employee Handbooks
- Equal Employment Opportunity
- Pay and Benefits
- Hours of Work, Attendance, and Leaves
- Standards of Conduct
- Career Development
- Safety and Health
- Company Property and Electronic
  Information
- · Separation of Employment
- Jurisdictional Coverage

#### Attendance, Leaves, and Disability Management

- Attendance and Time Off
- FMLA Leave Administration
- The ADA and Disability Management
- Military Leave (USERRA and FMLA)
- Other Types of Leave
- Jurisdictional Coverage

#### Wage and Hour Compliance

- FLSA Coverage and Requirements
- Employees vs. Independent Contractors
- Exempt vs. Non-Exempt
- Compensation
- Best Compliance Practices
- Claims and Investigations
- Class and Collective Actions
- Jurisdictional Coverage

# Whistleblowing Prevention and Response

- Federal Whistleblower Protections
- Policies and Programs
- Claims and Investigations
- Jurisdictional Coverage

#### Privacy, Technology, and Social Media

- Protecting Employee Data
- Monitoring and Testing Employees
- Navigating Social Media
- Company Property and Electronic
   Information Policies
- Jurisdictional Coverage

# Occupational Safety and Health

- OSH Act
- Workplace Safety and Health Policies
- Jurisdictional Coverage

### Labor-Management Relations

• Traditional Labor Law Basics

Performance Management

Jurisdictional Coverage

- Union Organizing and Representation
- Collective Bargaining
- Disputes Under CBAs
- Unions in M&A

Investigations

Layoffs/RIFs

The WARN Act

· Wage and Hour

Arbitration

Visas

· Releases and OWBPA

Jurisdictional Coverage

**Employment Litigation** 

· Class and Collective Actions

• Discrimination and Retaliation

Other Employment Litigation

Jurisdictional Coverage

**Business Immigration** 

International Employment

Employment Eligibility Verification

· Alternatives to RIFs

· Discipline

Discharge

# Investigations, Discipline, and Discharge

Implementing a Reduction in Force

Separation-of-Employment Policies

**Restrictive Covenants and Trade Secrets** 

1

#### International Considerations

- Labor and Employment
- Pensions and Retirement Plans
- Corporate Immigration
- Outsourcing
- Government Investigations

Learn more about our comprehensive Labor & Employment content www.lexisnexis.com/practice-advisor

LexisNexis and the Knowledge Burst logo are registered trademarks of Reed Elsevier Properties Inc., used under license. Other products or services may be trademarks or registered trademarks of their respective companies. © 2016 LexisNexis. BMH00601-0 0516

