

EMPLOYMENT LAW TRAINING

Training for all Phases of Employment

At Hoge Fenton, we strongly advocate that employers train their

management and staff to anticipate and reduce the risks of claims by employees. And in the event of a claim arising, these proactive measures can even reduce the amounts of penalties awarded.

Hoge Fenton supports our clients with both general audience webinars and custom training sessions presented directly to managers and HR personnel. Some of the topics we have presented on are listed below.

Hire

- Applicants and the Internet – Using Social Media for New Hires
- Background Checks and Employee Screenings
- Navigating State and Federal Drug Screenings
- Effective and Legal Job Interviews
- Onboarding techniques to Protect your Confidential Information, Trade Secrets, and other IP

Compensate

- Wage & Hour Compliance Course
- Classifying Employees and Contractors to Avoid Expensive Mistakes
- Exempt Nonexempt Classifications and Titles
- San Francisco's Unique Compensation Laws : Paid Sick Leave, Minimum Wage, and the Health Care Security Ordinance
- San Jose's Unique Minimum Wage
- Employee Benefits Updates

Manage

- Privacy and Social Media in the Workplace
- Leaves of Absence Primer – An overview of disability and pregnancy disability, FMLA, CRFA, bereavement and reproductive loss, paid sick and kin care, ADA, and workers compensation leaves.
- What Managers Need to Know About Leaves of Absence

- Advanced Leaves of Absence – the interaction between FMLA, CFRA, the ADA, and other laws
- Record Retention Policies and Best Practices
- Disability Claims and the Interactive Process
- Effective Performance Reviews
- Mandatory Harassment Prevention Training (AB 1825 Sexual Harassment Prevention Training)
- Mandatory Workplace Violence Prevention Training (SB 553)
- Diversity, Equity, and Inclusion in the Workplace
- Eliminating Biases
- Trade Secret Audits and Security Measures

Separate

- Proper and Legal Terminations
- What Managers Need to Know about Terminating Employees
- Techniques to Protect Confidential Information and Trade Secrets at Termination
- Non-Competes and Non-Solicits Overview