

# Hoge Fenton's Human Resources and Employment Law Training Sessions



At Hoge Fenton, we strongly advocate that employers train their management and staff to anticipate and reduce the risks of claims by employees. Below are some of our most recent presentations:

- Top Ten Hot Button Employment Law Issues for Businesses
- What Hospitality Businesses Need to Know about Employment Law
- What Construction Businesses Need to Know about Employment Law

## hire

- Job Applicants and the Internet – the Advantages and Disadvantages of Using Social Media and other Internet Tools for New Hires
- Background Checks and Employee Screenings
- Effective – and Legal – Job Interviews
- Onboarding Techniques to Protect Your Confidential Information and Trade Secrets

## compensate

- The Compensation Primer – How to Properly Classify Employees and Contractors to Avoid Expensive Mistakes
- Exempt v. Nonexempt Job Classifications and Titles – An Advanced Review
- 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 Update
- Wage & Hour Law Compliance

## manage

- Privacy and Social Media in the Workplace
- A Leaves of Absence Primer
- What Your Managers Need to Know About Leaves of Absence
- Advanced Leaves of Absence – the Interaction Between FMLA, CFRA, the ADA, and Other Important 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)
- Diversity and the Workplace
- Elimination of Bias
- Trade Secret Audits and Security Measures

## separate

- Proper – and Legal – Terminations
- What Your Managers Need to Know about Terminating Employees
- Effective Techniques at Termination to Protect Your Confidential Information and Trade Secrets
- Employee Mobility Issues – Non-Competes and Non-Solicits