

Employment Counseling & Training



Because knowledge is power

Carmody's Labor & Employment Group places strong emphasis on helping employers prevent legal issues before they arise -- and minimizing their impact when they do occur. We strongly believe knowledge and prevention are the keys to long-term success in managing human capital. Consistent with this belief, our approach is based on practical, proactive, common-sense advice, provided in a cost-effective manner.

We regularly counsel businesses on the full range of current employment issues:

- Employment policies and employee handbooks
- Applications, offer letters and background checks
- Executive employment agreements
- Independent contractor agreements
- Privacy issues
- Social media and electronic discovery compliance
- Reductions in force and workforce reorganizations
- Severance agreements
- Confidentiality agreements
- Covenants not to compete
- Wage and hour matters
- Leaves of absences under the ADA, FMLA and other labor laws
- Employee lifecycle issues
- Performance management
- Bonus and commission plans
- Affirmative action and EEO-1 reporting
- Drug testing
- OSHA and safety
- Immigration issues
- Record retention
- Change in control agreements
- Alternative Dispute Resolution policies and agreements

A curriculum for compliance

Our Labor and Employment attorneys provide in-depth training and preventive coaching to managers and supervisors. We offer an ongoing training series on sexual harassment prevention to meet requirements under Connecticut law. We regularly provide customized training to employers on a number of different topics such as performance management, supervisory training, employment law basics, diversity awareness, managing leaves of absence, wage and hour, and privacy in the workplace. We also present a



complimentary, comprehensive annual seminar that provides a review of important legislative, case law and other developments in the area of labor and employment.