



LAW SUMMARIES

Arbitration and Alternative Dispute Resolution

- Arbitration

Background Checks

- Timing – Criminal
- Timing – Credit
- Asking Questions and Initiating Checks – Arrests
- Asking Questions and Initiating Checks – Convictions
- Asking Questions and Initiating Checks – Credit
- D&A Screens – All Checks
- D&A Screens – Criminal Checks
- D&A Screens – Credit Checks
- D&A Screens – Investigative Checks
- Use & Evaluation – Arrests
- Use & Evaluation – Convictions
- Use & Evaluation – Credit
- Use & Evaluation – Public Records (Non-Criminal/Non-Credit)
- Pre-Adverse Action Process – All Checks
- Pre-Adverse Action Process – Criminal
- Pre-Adverse Action Process – Credit
- Adverse Action Process – All Checks
- Adverse Action Process – Criminal
- Adverse Action Process – Credit
- Miscellaneous Background Checks

Child Labor

- Child Labor

Drug and Alcohol Testing

- Policy Requirements
- Other Pre-Testing Requirements
- Testing Methodologies
- Testing Reasons and Circumstances

- Post-Positive Disclosures, Testing, and Other Requirements
- Limitations for Positive Test
- Marijuana (see also Marijuana Topic below)

EEO

- Age Discrimination
- Disability Accommodation
- FEPA – EEOC filing deadlines
- Pregnancy, Childbirth, and Lactation
- Protected Characteristics
- Religious Accommodation

Employee Conduct

- Lawful Off-Duty Conduct

Garnishments

- Garnishments

Health and Safety

- Drug and Alcohol Testing
- Weapons in the Workplace

Hiring

- Ban the Box
- Onboarding (Employee Onboarding Notices (EONs))
- Pay Transparency/Job Postings
- Salary History Bans

Immigration

- E-Verify

Independent Contractors

- Federal Law by State
- State Tests



LAW SUMMARIES

Leaves

- Bereavement
- Court Attendance/Jury Duty
- Crime Victim (includes Domestic Violence)
- Declared State of Emergency
- Emergency Responder/Civil Air Patrol
- Family and Medical
- Holidays
- Medical Donation
- Military (includes military member, spouse/family, and Veterans Day)
- Paid Sick Leave (includes paid leave for any reason)
- Parental Leave
- Political
- School Activity/Visitation
- Vacation (includes specific locations where employers must provide any-reason leave)
- Voting / Election

Marijuana

- Drug Testing (marijuana aspects)
- Medical Marijuana
- Recreational Marijuana

Pay Equity

- Pay Transparency/Job Posting
- Salary History Bans

Records and Recordkeeping

- Personnel File Access
- Record Retention

Terminations and RIFs

- Business Closing – Benefits Continuation
- Employer References and Blacklisting
- State Agency – Mass Layoff Notification Requirements
- Termination Notices
- WARN and Mini-WARN

Traditional Labor

- Right To Work

Training

- Sexual Harassment Training Requirements

Wage and Hour

- Accrued Vacation
- Day of Rest
- Deductions
- Exempt and Non-Exempt Employees
- Expense Reimbursement
- Final Pay Upon Termination
- Frequency of Payment
- Meal and Rest Breaks
- Methods of Wage Payment (includes pay cards and direct deposit rules)
- Minimum Wage
- Minimum Wage Tip Credit
- Notice of Change in Pay/Hours Worked/ Pay Date
- Overtime Rules
- Predictive Scheduling
- Report to Work Pay
- Wage Notice Upon Hire

Unless otherwise specified, these materials do not cover (1) industry-specific (e.g., healthcare, education, finance, etc.) requirements or (2) requirements that apply to only government/public or federal contractor employers.



TASKS

- Accommodation Requests
- Background Checks
- Drug Testing
- Electronic Signatures
- Garnishments
- Government Investigations
- Hire Employees
- Investigations
- Leaves
- Onboard Employees
- Performance, Discipline, and Discharge
- Pregnancy Accommodation Requests
- Recordkeeping
- Religious Accommodation Requests
- Remote Work
- RIFs and Closures
- Timekeeping, Meal and Rest Breaks, and Pay
- Unemployment Insurance Claims
- Workplace Safety and Health

TOOLS AND DASHBOARDS

Tools

- FLSA White-Collar Exemption Audit Tool
- Handbook Builder
- USCIS Fee Calculator

Dashboards

- 2023 Immigration Insights Symposium – Polling Results
- Claims Benchmarking
- Case Benchmarking
- Class Action & PAGA
- EEOC Roundup Report
- NLRB Union Election Petitions Tracker
- OSHA Citation Analysis
- OSHA Tracker
- Survey Benchmarking