



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

EEO

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

Employee Conduct

- Lawful Off-Duty Conduct

Garnishments

- Garnishments

Health and Safety

- Weapons in the Workplace
- Drug and Alcohol Testing

Hiring

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

Immigration

- E-Verify

Independent Contractors

- Federal Tests by State
- State Tests

Leaves

- Court Attendance/Jury Duty
- Crime Victim (includes Domestic Violence)
- Emergency Responder/Civil Air Patrol
- Family and Medical



Law Summaries

Leaves (Cont'd)

- Bereavement
- Holidays
- Medical Donation
- Military (includes military member, spouse/family, and Veterans Day)
- Paid Sick Leave (includes paid leave for any reason)
- Parental Leave
- Political
- Declared State of Emergency
- School Activity/Visitation
- Vacation (includes specific locations where employers must provide any-reason leave)
- Voting / Election

Marijuana

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

Pay Equity

- Salary History Bans
- Pay Transparency

Records and Recordkeeping

- Personnel File Access
- Record Retention

Terminations and RIFs

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

Traditional Labor

- Right To Work

Training

- Sexual Harassment Training Requirements

Wage and Hour

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

Tasks

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