

# California Workplace Solutions

Seyfarth’s California Workplace Solutions (“CWS”) is a team of skilled attorneys with a prominent California footprint and decades of combined experience in employment counseling and practical workplace solutions.



Our CWS attorneys are experienced in every employment related legal issue and all federal and state laws that govern employment relationships. They are able to provide practical advice and proactive strategies to assist with compliance and manage litigation risk, and have broad experience in handling documents relevant to the employment relationship, including but not limited to:

- employment agreements
- employment policies and procedures
- handbooks
- job applications
- offer letters
- performance evaluation forms
- separation agreements
- timekeeping documents
- required notices

California employers need effective human resources and legal strategies to avoid litigation, government investigations, and other interferences with business operations. Our CWS attorneys have developed key products and services to help employers anticipate trends and respond effectively to a wide range of legal issues. Examples of such offerings include:

## Assessment, Audit and Compliance Tools

California-oriented compliance reviews, audits and assessments in the areas of:

|                    |  |   |
|--------------------|--|---|
| WAGE AND HOUR LAWS | CALIFORNIA LABOR CODE COMPLIANCE                   | PERFORMANCE MANAGEMENT  |
| LEAVE MANAGEMENT   | CLASSIFICATION OF EMPLOYEES AND CONTINGENT WORKERS | HIRING ISSUES<br>(including recruiting, interviewing and background checks) |
| PAY EQUITY         | TERMINATION ISSUES                                 | WORKPLACE CULTURE AND DIVERSITY   |

## Innovative Advice Tools

- Flat-fee based California Hotlines for clients needing a fast response and frequent employment advice.
- Real-time trend analyses and updates on the matters Seyfarth's Labor & Employment Department is handling, plus forecasts of emerging issues.
- "Lessons learned" analysis resulting from employment disputes.
- A CWS counselor will efficiently analyze any situation that led to litigation or other dispute, and recommend adjustments to avoid similar problems going forward.
- Our team will partner with the client at any strategically optimal point in the lifecycle of a matter to implement suggested practices or policy changes and provide customized training to decrease the likelihood of a similar issue recurring.


## The Latest Legal (and Practical) Information




A concise summary of need-to-know information updated annually.



Award-winning California Peculiarities Employment Law Blog  
[www.calpeculiarities.com](http://www.calpeculiarities.com)



Regular webinars focusing on California's legal climate and enforcement trends.



California-specific Management Alerts

## California New Employer "Starter Kit"

Geared toward California employers with fewer than 50 employees, the suite includes an employee handbook, key policies, and checklists and forms that address employer obligations in hiring, employing, and terminating California employees, as well as attorney consultation time for customization.

The CWS group also regularly advises clients in the following substantive areas:

- ✓ Wage and Hour
- ✓ Leaves of Absence
- ✓ Background Checks
- ✓ Disability Law/Accommodations Counseling
- ✓ Pay Equity
- ✓ Policy Manuals
- ✓ Privacy Rights
- ✓ Vacation/Sick/PTO
- ✓ Predictive Scheduling Laws
- ✓ Additional Local Jurisdiction Peculiarities
- ✓ Employee Access to Information

## In Conclusion

Seyfarth's CWS attorneys serve our clients with an unequalled breadth and strength of legal, practical and business acumen. We are experienced in all aspects of employment and labor law, and routinely draw on the knowledge of our many colleagues who specialize in related areas, such as employee benefits, tax, diversity and affirmative action, workplace safety, workers' compensation, corporate and business law, and California legislative developments. We pride ourselves on providing effective, efficient and practical solutions to our clients' workplace legal issues.

"Seyfarth Shaw" refers to Seyfarth Shaw LLP. Our London office operates as Seyfarth Shaw (UK) LLP, an affiliate of Seyfarth Shaw LLP. Seyfarth Shaw (UK) LLP is a limited liability partnership established under the laws of the State of Delaware, USA and is authorised and regulated by the Solicitors Regulation Authority with registered number 556927. Legal services provided by our Australian practice are provided by the Australian legal practitioner partners and employees of Seyfarth Shaw Australia, an Australian partnership. Our Hong Kong office "Seyfarth Shaw," a registered foreign law firm, is a Hong Kong sole proprietorship and is legally distinct and independent from Seyfarth Shaw LLP, an Illinois limited liability partnership, and its other offices.