

## Employment and Labor

## EMPLOYMENT POLICY DEVELOPMENT &amp; COMPLIANCE

One of the most common precursors to employment litigation is a failure to comply with current employment-related statutes and regulations—including the Family and Medical Leave Act (FMLA), the Americans with Disabilities Act (ADA), the Fair Labor Standards Act (FLSA), the Pregnant Workers Fairness Act (PWFA) and many others at the federal, state and local levels. Employers who either lack clear, compliant policies, or have such policies but fail to follow them, are at greater risk of costly disputes and legal exposure.

At Critchfield, we help businesses stay ahead of legal challenges by developing and regularly reviewing workplace policies that are clear, enforceable, and aligned with evolving employment laws. Our attorneys work closely with clients to craft policy manuals and employment documents that reflect best practices and legal requirements.

**Our Policy Development Services Include:**

- **Employee handbook and policy manual drafting** tailored to your industry and workforce
- **Employment agreement and restrictive covenant creation** with enforceability in mind
- **Wage and hour compliance strategies** to meet FLSA and state standards
- **Guidance on reductions-in-force and restructurings**, including plant closings and incentive programs
- **Internal investigations support** for serious employee misconduct

We also provide ongoing legal updates through our website, social media, and email communications to ensure your policies remain current and compliant. And once your policy is in place, Critchfield can also assist your business in training employees and management to adhere to and properly enforce those policies (see our “Workplace Training” page).