

## \$4 Million Reasons to Invest in Employment Training

Washington jury verdicts consistently demonstrate that employment related lawsuits can translate into big dollar judgments against employers. Employers in the Inland Northwest have found they are not immune from high cost judgments that can cripple, or even destroy, a business. For example, in 2003 a local jury awarded a plaintiff 4 million dollars based on gender discrimination. A 2008 verdict which resulted in a smaller judgment of “only” \$21,629 still resulted in an additional attorney fee and cost award of over \$130,000. Even verdicts for the employer often result in thousands of dollars spent on legal fees along with the exhaustion of physical and emotional resources. That’s why we believe employers should educate themselves about risks for legal claims and steps to be taken to prevent them.

Two critical components of claim prevention are policy development and training. As part of the basic membership, our in-house counsel provide a broad array of sample policies to address these concerns. Additionally, AI’s in-house counsel can develop training tailored to your workplace for a nominal charge.

Wondering how we can help? Take a look at a sampling of the training topics covering the employment relationship from beginning to end:

### Hiring:

1. Hiring Procedures
2. Negligent Hiring and Retention
3. Interviewing Prospective Employees
4. E-Verify & I-9 Employment Verification

### General Employment Relations Topics:

5. Handbooks and Employment Policies
6. Personnel Files & Documentation
7. Employee Privacy/Employer Monitoring
8. Management Policies
9. Progressive Discipline - Theory and Practice
10. Protecting Personnel and Confidential Information
11. Investigation of Workplace Conduct
12. Employment Law for Supervisors
13. Holiday Events
14. Recession Based Employment Actions
15. Employment law Updates
16. SOX Reporting Procedures
17. Complaint Procedures
18. Recordkeeping and Reporting Requirements

### Discrimination:

19. Employment Discrimination

20. Americans with Disabilities Act and State Analogues
21. Unlawful Workplace Harassment
22. Investigations of Discrimination/Harassment Complaints
23. Veterans' Issues in the Workplace

**Wage and Hour Standards:**

24. Wage and Hour Compliance
25. Exemptions from Minimum Wage and Overtime Requirements
26. Garnishments

**Attendance and Leaves of Absence:**

27. Americans with Disabilities Act and State Analogues
28. Federal and State Family and Medical Leave Requirements
29. Workers' Compensation Leave, Return to Work, and Light Duty Programs
30. Managing the Various Forms of Leave Simultaneously
31. USERRA

**Safety:**

32. Alcohol and Drug and Free Workplaces
33. Crisis Management
34. DOT Reasonable Suspicion Supervisory Training
35. Documentation
36. Washington State Fund Workers' Compensation
37. Retrospective Rating Programs for Washington State Fund Employers
38. Intimate Partner Violence and Stalking Affecting the Workplace
39. MRO Training
40. Workplace Violence
41. Restraining Orders and Trespass

**Labor Relations:**

42. Collective Bargaining
43. Interest Based Negotiation Strategies
44. Labor Law
45. Organizing Drives
46. Union Avoidance

**Ending the Employment Relationship**

47. Discipline, Discharge, and Documentation
48. Providing Employment References
49. Unemployment Compensation
50. WARN Act Requirements

**On-site Training Investment:**

- \$250 per hour for up to 20 attendees

- i. \$50 per hour for each additional 20 attendees
- *Harassment training offered at a reduced rate of \$100 per hour for up to 20 attendees*
  - i. \$50 per hour for each additional 20 attendees