

HR Compliance Considerations

A Conversation With the Experts From:



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CONVERSATIONS ABOUT...



Compensation



Paid Leave Oregon



ADA Compliance



At Will Employment



Non-Disclosures and Non-Competes;
Severance Agreements



Multi-State Compliance

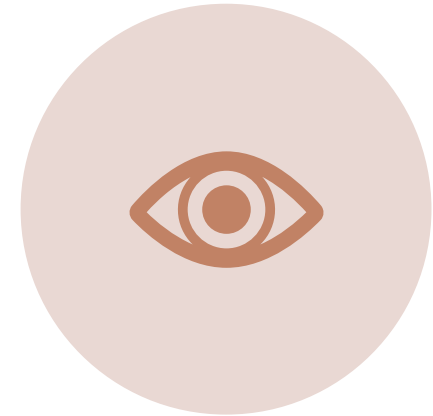
A Conversation About: Compensation



WHAT IS A 'COMPENSATION
PHILOSOPHY'?



WHAT ARE LEGAL
CONSIDERATIONS FOR HOW
PEOPLE ARE PAID?



WHAT'S ON THE HORIZON
FOR PAY TRANSPARENCY IN
JOB ADS?

A Conversation About: Paid Leave Oregon



WHAT DO I DO IF WE
HAVEN'T DONE
ANYTHING YET?



HOW WILL PLO
EFFECT OTHER
LEAVES?



DO WE SEE ANY
TRENDS, YET, WITH
PEOPLE GETTING
READY TO TAKE
LEAVE?



WHAT ABOUT OTHER
STATES PAID LEAVE
(WASHINGTON
STATE)?

A Conversation About: American with Disabilities Act (ADA)

What is a qualifying disability?

What does the interactive process mean? What's required?

How do I know if we have an undue hardship?

Is ADA Leave part of accommodations? Can it be part of other protected leave?

What can I ask and not ask if I'm trying to see if we can accommodate?

A Conversation About: Policy – Non-Competes/Non-Solicits

What is a Non-Compete?

What is a Non-Solicitation?

Why do we or don't we want these?

Why does everyone say they don't hold up?



A Conversation About: Multi-State Compliance

- Leaves
- Time Off
- Insurance Coverages
- Required Trainings
- Policies for remote work; State addendums



Thank You!

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Upcoming Events:

- ✓ **Building Your Recruitment Infrastructure – WEBINAR**
MAY 25TH | 12 PM – 1 PM PDT
- ✓ **Fair Chance Employment – WEBINAR**
JUNE 22ND | 12 PM – 1 PM PDT
- ✓ **Virtual Summer Manager Crash Course**
AUGUST 15TH & 16TH | 9 AM – 4 PM PDT

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