

Employment Law and Human Resource compliance is vital to the success of your business. Employment Law Firm Salka Law LLC will provide strategic legal counseling for your business to substantially reduce the risk of an [audit](#) or lawsuit. If your business is faced with an [audit](#) or lawsuit, our seasoned employment lawyers will efficiently and vigorously defend your company's interests.

Let our extensive defense experience work for you. Prior to founding Salka Law LLC, [Gregg H. Salka, Esq.](#) worked for two of the most prestigious Labor & Employment defense firms in the country, Proskauer Rose LLP (New York City) and Fisher & Phillips LLP (New Jersey). He has counseled and represented a wide variety of employers in both New Jersey and New York, from small businesses to Fortune 500 companies, and has saved his clients millions of dollars through his aggressive, yet practical approach to litigation.

Salka Law LLC proudly assists employers in the following employment law defense areas:

### **Dynamic Employment Law Counseling**

*An ounce of prevention is worth a pound of cure. Salka Law LLC routinely provides cost-effective advice and services covering the full spectrum of litigation avoidance, including:*

- Preparation of policies, [employee handbooks](#), [employer manuals](#), employment contracts, employment offer letters, disciplinary forms, and other documents that clearly define your business's expectations
- Introductory paperwork for small businesses that are hiring employees for the first time, or who have never had compliant paperwork
- Maternity leave paperwork and logistics, New Jersey sick leave paperwork, NYC sick leave paperwork, COVID-19 and quarantine leave requirements
- Hiring strategies including offer letters, employment applications, employment agreements, and independent contractor considerations
- All workplace discipline including written warnings, performance improvement plans, and terminations/firings
- [Severance/Separation Agreements](#)
- Wage and Hour Compliance (minimum wage, overtime, call-in pay, etc.)
- Recordkeeping and Poster Requirements
- Leave Law Compliance including FMLA and NJ/NY Sick Leave Laws
- Discrimination, Harassment (including [Sexual Harassment](#)), and Retaliation Complaints
- On-site investigations of allegations of unlawful conduct
- Employee Privacy Considerations
- [Reasonable Accommodations and the Interactive Process](#)
- [DOL Audits, Department of Labor Investigations](#)
- Agency Charges, EEOC Charges,
- All other day-to-day employment related issues

### **Interactive Employment Law Training Seminars**

*Training is one of the most effective measures you can take to avoid liability. Salka Law LLC provides engaging, interactive and legally compliant training seminars in person and virtually on the following legal topics:*

- [Sensitivity Training](#) for Employees and Managers
- [Human Resources Training](#)
- Employment Law Basics For Supervisory Employees
- Employment Law Basics For Non-Supervisory Employees
- Discrimination, Harassment, and Retaliation Training
- [Sexual Harassment Training](#)
- Wage & Hour Training

- Virtual Workplace Training
- Boundaries Training for Employees
- [Policy and/or Handbook Training](#)
- Other Customized [Training](#) Based on Individual Employer Needs

## **Employment Audit & Litigation Defense**

*When your business needs more than just counseling, trust Salka Law LLC to vigorously protect your interests. We have successfully defended against the following claims:*

- [New Jersey Department of Labor Audits & Inspections](#)
- [New York Department of Labor Audits & Inspections](#)
- [US Department of Labor Audits & Inspections](#)
- [Department of Labor Hearings](#)
- Wrongful Termination
- Wrongful Discharge
- [Human Resources Management](#)
- Demand Letters
- Sexual Harassment
- Discrimination
- Retaliation
- Overtime & Minimum Wage
- Workplace Harassment
- Hostile Work Environment
- Failure to Hire
- [Wage & Hour Audits/Inspections](#)
- Wage & Hour Litigation
- Defamation
- Privacy
- Breach of Contract
- EEOC Complaints
- Division on Civil Rights Complaints
- Commission on Civil Rights Complaints
- FMLA Retaliation and Interference
- [Failure to Accommodate](#)
- Non-Competition/Non-Solicitation
- Paid Sick Leave Act Violations
- Disability Discrimination
- Age Discrimination
- Race/Color Discrimination
- National Origin Discrimination
- Religious Discrimination
- Sex/Gender Discrimination
- Sexual Orientation Discrimination
- Title VII Discrimination, Harassment & Retaliation
- New Jersey LAD
- New Jersey CEPA (Whistleblower)
- New Jersey Family Leave Act
- NY Human Rights Law Violations
- NYC Human Rights Law Violations



**...and more**

Contact [Salka Law LLC](#) today for a Free Consultation for your business/company.