

“Does my company really need a Human Resources attorney?”

“My business already has an HR Manager/Department, why do I need an employment law firm too?”

“We are not being sued, why should we hire an HR lawyer?”

“Can’t I just use my payroll company’s HR forms?”

These are just a few of the questions we commonly receive from businesses in New Jersey and New York – and for good reason; it is a very common misconception that HR lawyers are an unnecessary expenditure and that they are only needed when there is a lawsuit.

The reality is that all companies (whether they have HR or not) can benefit from a seasoned HR lawyer who has “seen it all.” For businesses without HR departments, Salka Law LLC provides a critical external resource for human resources advice and documentation. For companies with on-site HR personnel and/or HR departments, Salka Law LLC reinforces (and fixes where necessary) the policies and practices which are already in place.

For example, outdated [employment handbooks and manuals](#) that have not been properly vetted can actually be more dangerous than not having an employee handbook at all. Voluminous employee contracts, with provisions which no one understands, can be the difference between a happy employee and a lawsuit.

We will draft all of your legally compliant paperwork for onboarding your employees, including but not limited to, employment applications, advertisements, job descriptions, and offer letters. We will draft an employee handbook, and if needed, create employee guidebooks for hospitality and specialty industries. No need to worry about compliant posters, notices, or legal updates – Salka Law LLC has you covered.

Once your employees are onboarded, we are available around the clock for day-to-day Human Resources counseling. Common legal questions that we answer every day include:

Can I fire an employee who is at-will for any reason?

Do I have to place an employee on a Performance Improvement Plan or warning before terminating them?

Is my employee handbook legally compliant?

Do my employees need to quarantine if they are exposed to a COVID-19 positive individual?

Do I have to offer and/or pay for maternity leave? How do I handle sick leave?

How do I properly pay my independent contractors? Do I have to pay overtime?

What do I do if my employee complains about sexual harassment?

... and much more.

## **Let Salka Law LLC Be Your Human Resources Law Firm**

We provide cost-effective and prompt advice when your business needs it most. [Contact Salka Law LLC](#) today and let us educate your business on its human resources practices.

Business owners often ask:

*“Do I really need training for my employees?”*

*“Is training even required for my workers?”*

*“Why should we train our employees and what are the benefits?”*

These questions (and their respective answers) validate the critical importance of human resources training. The plain fact is that regardless of whether training is required, it is invaluable to the successful operation of a company. In some jurisdictions like New York State and New York City, training is of course, mandatory. For those jurisdictions, failing to offer proper and efficient training potentially exposes the company to unnecessary liability. Similarly, offering training that is not interactive and/or engaging to employees provides little value to the business.

Even if training is not mandated by statute, companies of all sizes should strongly consider making annual training part of their practices. Topics ranging from sexual harassment, discrimination, retaliation, Department of Labor audit (DOL investigation) avoidance, and more routine training such as handbook discussion, are all important parts of an employer's compliance toolbox.

Salka Law LLC routinely provides dynamic employment law and human resources training for its business clients and their staff. From sensitivity training to sexual harassment training, whether Zoom or live, we will ensure your company is legally compliant.

## **Let Gregg H. Salka, Esq. Train Your Workforce Today**

[New York City Employment Lawyer Gregg H. Salka, Esq.](#) has performed training for groups as small as 3 and as large as 500. In his career, Gregg has trained thousands of employees and managers on all areas of employment law. [Contact Salka Law LLC](#) today to discover how we can protect your business.

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The ongoing coronavirus (COVID-19) pandemic has caused catastrophic damage to the economy, its businesses, and their employees. As a business owner, it is crucial that the health and safety of your workforce be protected. However, making sound (and undoubtedly difficult) employment decisions in the wake of this disaster is equally as important to ensure the fiscal longevity of your business.

[Gregg H. Salka, Esq.](#), an employment lawyer in Bergen County, New Jersey, has been counseling small and large businesses alike in New York City, Westchester, and of course New Jersey, around the clock, on how to effectuate the best employment law practices during the COVID-19 pandemic. Examples of these best practices and legal strategies include the following employment counseling topics:

- The Families First Coronavirus Response Act ("FFCRA")
- The Coronavirus Aid, Relief, and Economic Security Act ("CARES")
- The Paycheck Protection Program ("PPP")
- The Economic Injury Disaster Loan ("EIDL")
- Terminations/Layoffs versus Unpaid Leave/Furlough and advantage/disadvantages
- Quarantine Orders and what they mean for your company
- Isolation Orders and what they mean for your company
- Executive Orders and what they mean for your company
- Exposure (or possible exposure) to coronavirus and COVID-19 in the workplace
- Remote Work and employment law strategies
- Emergency Paid Sick Leave ("EPSL")
- Emergency Family and Medical Leave ("EFML")
- New York Emergency COVID-19 sick leave laws
- New Jersey Executive Orders and laws
- Mandatory vaccination policies and reasonable accommodations

...and more

## **Speak With an Attorney Versed in the Coronavirus Pandemic Today**

Trust that [Hackensack Employment Attorney Gregg H. Salka, Esq.](#) will provide you with fast and easy to understand guidance on this novel pandemic, just like he has for dozens of businesses already. Do not wait, [Contact Salka Law LLC](#) today for a free legal consultation.

New Jersey, New York, and New York City all have specific laws mandating certain written disclosures/notices to employees. An employment handbook with compliant policies is a key tool for your business to satisfy these requirements. [Salka Law LLC](#) will draft these policies for your business, properly combine them into a well-organized employee handbook, and explain to you in clear language why those policies must (or should) be included in your employee handbook. These policies will provide clarity to your employees about your business practices, but more importantly, will provide your business with possible defenses that it may use in case of an investigation, lawsuit, or [DOL audit](#). Seasoned attorney [Gregg H. Salka, Esq.](#) will then [train](#) your supervisors on proper implementation of your newly drafted employee handbook.

A common misconception is that using an outdated employment manual, or a handbook borrowed from the internet, is preferable to not having one at all. In reality, companies that use employment handbooks from unknown origins may be opening themselves up to potential liability from current/former employees. These lawsuits can arise under many different theories including but not limited to, contract law, federal law, or even the New Jersey Law Against Discrimination and New York Human Rights Laws. In addition, with the recent uptick in sexual harassment or "[#metoo](#)" claims, the need for strong discrimination, harassment, and retaliation policies as part of a comprehensive employee handbook is more important than ever. If you cannot remember the last time you updated your employee handbook (or do not have one), now is the time to take action.

## Speak With Knowledgeable Employment Handbook Lawyers Today For Free

Companies that do not have legally compliant, updated handbooks are not only at a significant legal disadvantage, they are risking potential lawsuits that might otherwise be avoided. Founding Partner [Gregg H. Salka, Esq.](#) has drafted hundreds of employer handbooks for small and large businesses in New Jersey (including Bergen County) and New York City. Our Firm will analyze your existing policies and practices, ensure that your company is compliant with relevant state and federal laws (e.g., New Jersey's Paid Sick Leave Act, New York's Paid Sick Leave Law, the Family and Medical Leave Act, New York's sexual harassment laws, etc.), and work with your company on the best method of timely rolling the employment handbook out to your employees and [training](#) them.

[Contact Salka Law LLC](#) today for a Free Consultation to discover how creating or updating an employment handbook will help protect your company from unnecessary liability.

Many companies mistakenly believe that audits/inspections are the result of an employee complaint. While in many cases that may be true, the reality is that the [New York Department of Labor](#), [New Jersey Department of Labor](#) and the [United States Department of Labor](#) (DOL) routinely perform random audits/inspections of companies (especially small businesses) to ensure compliance with wage and hour laws, minimum wage laws, overtime laws, recordkeeping laws, tip laws, sick leave laws (including the New Jersey Earned Sick Leave Law), unemployment insurance laws, and to ensure proper classification status (e.g., independent contractor versus employee status, etc.). Companies that do not retain an audit attorney place themselves at a significant disadvantage before the audit/inspection has even begun. For example, the New Jersey Department of Labor and Workforce Development, Division of Wage and Hour Compliance, routinely conducts audits/inspections in Bergen County at its 60 State Street location in Hackensack, New Jersey. During those audits/investigations, investigators become frustrated when they are not provided correct information/documentation and can assess administrative fees or even penalties against businesses. Similarly, the United States Department of Labor conducts audits and inspections throughout New York City and New Jersey (including Passaic County, Bergen County, Morris County, and Essex County). These company audits can occur without any warning and the initial conversations can directly affect the outcome of the employment audit.

Our Firm will analyze your business documents and information to ensure that your company provides only what is necessary to successfully complete the audit *and* more importantly, to minimize the businesses' potential audit liability. Once the audit/inspection is complete, Salka Law LLC will work with your company to ensure that you will be prepared if and when the Department of Labor auditors return.

## Speak With Experienced Audit Attorneys Today For Free

Retaining [Salka Law LLC](#), an [experienced Labor and Employment Firm](#), can be the difference between a successful employment audit/inspection and a costly one. Founding Partner [Gregg H. Salka, Esq.](#) has successfully handled countless audits in New Jersey (including Hackensack, Bergen County generally, and surround counties including Passaic County, Essex County, and Morris County, etc.) and New York / New York City for companies of all sizes. Our employment audit attorneys have appeared before the New York Department of Labor, the New Jersey Department of Labor, and the United States Department of Labor. [Contact Salka Law LLC](#) today for a Free Legal Consultation concerning your Labor Department audit/inspection.

Under Federal, State and Local law (e.g., the Americans With Disabilities Act, New Jersey Law Against Discrimination, New York Human Rights Law, etc.), employers are required to provide reasonable accommodations to individuals with disabilities. Generally, reasonable accommodations enable those with disabilities to apply for a position or to perform the essential functions of their job. Reasonable accommodations may include:

- Restructuring job duties;
- Enhancing accessibility of facilities;
- Providing additional or modified equipment;
- Changing policies;
- Reassignment to another job;
- Modifying schedules;
- Working from home, and/or;
- Providing unpaid leave.

However, if an accommodation would cause an “undue hardship” to the business, or if the individual cannot perform the essential functions of the job, no reasonable accommodation is required. One of the many ways that companies can find themselves in violation of these laws is to deny accommodations without engaging in an interactive process with the disabled individual. In many cases, simple accommodations can be offered that allow an individual to perform their job duties and satisfy an employer’s legal requirements.

Employers in New York, New Jersey, and Connecticut should also be mindful that in addition to accommodating disabilities, businesses must also provide reasonable accommodations for pregnant employees and for an individual’s religious beliefs.

### **Speak With an Accommodation Attorney Today**

The line between compliance and violation is thin - [Hackensack Employment Attorney Gregg H. Salka, Esq.](#) has counseled clients on accommodation issues his entire legal career and can assist your small or large business in navigating this deceptively straightforward area of the law. [Contact Salka Law LLC](#) today for a Free Legal Consultation.

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### **New York Clients Only**

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Section 111 of the Medicare, Medicaid, and SCHIP Extension Act of 2007 (MMSEA) (P.L. 110-173), added mandatory reporting requirements which apply to virtually every settlement agreement, separation agreement, and severance agreement. Many employers are unaware of this requirement, unsure how to comply with the law, or both. Failure to comply can result in heavy penalties for your company.

Our New York / New Jersey employment lawyers take the guesswork out of the process and makes sure that your large or



small business is legally compliant. Don't leave anything to chance – let experienced attorney [Gregg H. Salka, Esq.](#) walk you through the entire reporting process from start to finish, saving your business time and money.

[Contact Salka Law LLC](#) today for a Free Consultation on compliance with this law.

Thank you for contacting us. We will get back to you shortly.