

Employment Law Basics for Childcare Centers

Jim Hammerschmidt, Jessica Summers and Cristen Rose conducted employment law presentations for the Organization of Child Care Directors on January 24, 2019.

Jim and Jessie's presentation covered several topics, including:

- At-Will Employment and Employment Agreements
- Recordkeeping Requirements and Best Practices
- Independent Contractors
- Overtime and Wage Payment Issues
- Equal Pay
- Breaks
- Leave
- Discrimination and Reasonable Accommodations
- Social Media and Off-Duty Conduct
- Safety and Workers' Compensation
- Performance Management and Termination
- Unemployment Insurance Claims
- Employment Practice Liability Insurance

Cristen gave a separate presentation, titled: "Childcare Centers and Children & Families," which focused on:

- Parent-Provider Contracts – do's and don'ts
- Custody issues – how to protect the center
- Discrimination against children or their families
- Administering medication and incidental medical services
- Immunization issues

Jim Hammerschmidt is Co-President of the firm, Chair of the Employment Law group, and member of its Litigation and Appellate Practice groups. Jessica Summers is an Associate in the firm's Employee Benefits, Employment Law, Retirement Plans, Litigation and Government Relations practice groups. Cristen Rose is a member of the firm's Regulatory Law & Litigation practice group.



Jim Hammerschmidt

Jessica Summers

Cristen Rose