Legally Compliant Employee Arrangements: Non-Compete Agreements, Independent Contractors vs. Employees, And Related Contracts

Description: This webinar will clarify how an employer should properly classify different types of workers, in order to comply with federal and state labor and employment laws. In addition, attendees will learn some of the pitfalls to avoid and which language to include in drafting, revising or negotiating legally sound, clear and enforceable employment contracts- from non-compete and non-disclosure agreements, to contracts for hire and compensation.

Objectives of the Presentation:
- To learn how to substantially decrease the risk of hefty government fines, penalties and lawsuits, by making your company fully compliant with the federal and state laws, regarding proper classification of the different types of workers that your company has
- To learn and understand what the law allows, with respect to various types of employment agreements and contracts
- To increase the likelihood that your contracts with employees will be clear, valid, and legally enforceable, as to protect your business in any employee-raised disputes over such contracts
- To learn which pitfalls to avoid in drafting employment-related contracts with different classifications of workers

Why Should you Attend:
Many employers are not completely oriented to the laws and regulations governing the hiring, classifying, and managing of their workers. The best way to protect your business is to know the law, as it relates to proper worker classification (employees vs. independent contractors; unpaid vs. paid interns), and employment-related contracts and agreements.

Who can Benefit:
- Business Owners and Company Owners (both big and small businesses)
- H.R. Managers, H.R. Executives and H.R. Trainers
- Top-Level Managers in Companies, Corporations, Businesses and Tech Companies
- Entrepreneurs starting a medium-sized business, with different types of workers

Contents: Areas Covered:
- Proper classification of employees, independent contractors, and other types of workers
- What are the legal criteria that distinguish an independent contractor from an employee, under the federal and state labor and employment laws?
- How to properly memorialize the classification that your workers are in, to protect against a future (invalid) claim of misclassification by a former worker
- Know the types of contracts that employers are and are not permitted to have with their workers, based on worker-classification
- How to draft, negotiate and revise the following types of employment-related contracts: non-compete agreements, non-solicitation agreements, non-disclosure and confidentiality agreements, employment contracts, and independent contractor agreements
- Pitfalls to avoid, when drafting employment-related contracts (as described above)
- Which terms and conditions of employment contracts are likely to be upheld by courts, and which ones will likely be struck down?

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