

## Employment Training Workshops

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The attorneys in Pullman & Comley's Labor and Employment practice offer a wide variety of training programs tailored for executives, managers, human resources personnel and individual employees. Each program can be customized to address your organization's unique objectives and complies with applicable law.

Some of our most popular training sessions include:

### **SEXUAL HARASSMENT PREVENTION AND ANTI-DISCRIMINATION TRAINING**

Connecticut law requires that all employers with three or more employees must provide two hours of sexual harassment prevention training to all employees. This training complies with the state's requirement and is customized to the organization. The training also includes an interactive discussion with attendees using numerous real life examples.

### **MANAGEMENT TRAINING**

In this training, we educate management staff on how to communicate more effectively with employees, properly discipline when necessary, draft and conduct employee evaluations and deal with legal and personnel issues when they arise.

### **LEAVE ISSUES: ADA, FMLA, WORKERS' COMPENSATION, AND PAID SICK LEAVE**

In this training, we provide practical guidance on how to navigate employee leave rights. Our attorneys review best practices regarding disability, pregnancy, FMLA, workers' compensation, Connecticut paid sick leave and how they interplay.

### **FMLA TRAINING, INCLUDING CONNECTICUT PAID LEAVE LAW**

In this training, we will provide you practical guidance on how to implement both the Federal and State Family Medical Leave Acts including Connecticut's new Paid Leave Law. Our attorneys will explain how these laws interact and best practices for how to implement them.

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### **DIVERSITY AND INCLUSION TRAINING**

In this interactive program, we address conscious and unconscious biases and prejudices in the workplace, review applicable antidiscrimination and equal opportunity laws and engage participants in a discussion of how to foster a culture of inclusion in their organization. This program can be customized to the needs of your business to be a one-hour program or a more in-depth program that occurs over several sessions.

### **EMPLOYMENT POLICY REFRESHER/TRAINING**

This training is useful when you are launching a new employee handbook or struggling with employee communication or other widespread issues. Our attorneys review applicable policies, facilitate a discussion and foster an opportunity for management to re-emphasize expectations.

### **ADDITIONAL TRAINING OFFERINGS:**

- “Dos and Don’ts” of Hiring, including background checks and other issues
- Navigating Issues with Disabled Employees: The Interactive Process
- How to Comply with the FLSA and Connecticut Wage and Hour Laws
- Employment Agreements and Employee Handbooks
- Confidentiality, Noncompetition and Non-solicitation Agreements
- The Convergence of Technology and HR
- Incentive Compensation and Executive Compensation
- Social Media and the Workplace
- Substance Use and Abuse in the Workplace
- Transgender Issues in the Workplace
- Union Negotiations and Collective Bargaining Agreements
- Workplace Investigations

Trainings are available for a fixed fee and may be conducted using a remote platform or in person. Please note that many of these programs may qualify for Connecticut CLE or CPE credit. For further information on Pullman & Comley’s training programs or to discuss how we may be able to assist you with your training needs, please contact one of the following attorneys:

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