

Employment Law compliance is vital to the success of your business. Salka Law LLC will provide strategic legal counseling to your business to substantially reduce the risk of an audit or lawsuit. If your business is faced with an audit or lawsuit, we will efficiently and vigorously defend you.

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 and Fisher & Phillips LLP. He has counseled and represented a wide variety of employers, 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 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, handbooks, manuals, contracts, offer letters, disciplinary forms, and other documents that clearly define your businesses' expectations
- Hiring strategies including offer letters, employment applications, employment agreements, and independent contractor considerations
- All workplace discipline including progressive warnings, performance improvement plans, and termination
- [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
- Audits, Agency Charges, EEOC Charges, Department of Labor Investigations
- 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 or virtually on the following legal topics:*

- Employment Law Basics For Supervisory Employees
- Employment Law Basics For Non-Supervisory Personnel
- Discrimination, Harassment, and Retaliation Training
- Sexual Harassment Training
- Wage & Hour Training
- Virtual Workplace Training
- Boundaries and Sensitivity Training
- 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:*

- Discrimination / Harassment / Retaliation
- Sexual Harassment
- Workplace Harassment
- Hostile Work Environment
- Wrongful Discharge/Termination
- Failure to Hire
- Wage & Hour Audits & Litigation
- Civil Rights
- Defamation
- Privacy
- Breach of Contract
- EEOC Complaints
- Division/Commission on Civil Rights Complaints
- FMLA Retaliation and Interference
- Failure to Accommodate
- Non-Competition/Non-Solicitation
- Disability Discrimination
- Age Discrimination
- Race/Color Discrimination
- National Origin Discrimination
- Religious Discrimination
- Sex, Gender, and/or 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
- Unemployment Appeals

**...and more**

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