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## 150 THINGS TO WORRY ABOUT IN HR

- Accidents and injuries
- 2. Administrative exemption
- 3. Adverse impact
- 4. Affirmative action
- 5. Age discrimination
- 6. Alcohol abuse
- 7. Applicant references
- 8. Applicant testing
- 9. Arbitration agreements
- 10. Attendance
- 11. Audits
- 12. Background checks
- 13. Benefits procurement and administration
- 14. Bonus payments
- 15. Bulletin boards
- 16. Business/travel expenses
- 17. Cafeteria plans
- 18. Career planning
- 19. Child labor
- 20. COBRA
- 21. Company culture
- 22. Compensation
- 23. Complaints and investigations
- 24. Compliance review
- 25. Compliance posters
- 26. Contingent workers
- 27. Credit reports
- 28. Cybersecurity awareness/ training
- 29. Dating (inter-office)
- 30. Deductions from pay
- 31. Disability insurance
- 32. Discipline
- 33. Dress codes
- 34. Drivers
- 35. Drug free workplace
- 36. Early retirement
- 37. EEO-1 reporting
- 38. Electronic mail
- 39. Emergency response preparation
- 40. Employee handbooks
- 41. Employee engagement

- 42. Employee loans
- 43. Employee Retirement Income Security Act (ERISA)
- 44. Employee surveys
- 45. Employment contracts
- 46. Equal pay/comparable worth
- 47. Ergonomics
- 48. Exit interview
- 49. Fair Credit Reporting Act
- 50. Fair employment practices
- 51. Fair Labor Standards Act (wage and hour)
- 52. Family and Medical Leave Act (FMLA)
- 53. Firing
- 54. Flexible hours
- 55. Government contractor requirements
- 56. Grievances
- 57. Health and safety
- 58. Health Care Reform (Affordable Care Act)
- 59. Health Insurance Portability and Accountability Act (HIPAA)
- 60. Hiring
- 61. Holidays
- 62. Homeworkers/ telecommuters
- 63. Independent contractors
- 64. Interns
- 65. Interviews
- 66. Investigations
- 67. Job descriptions
- 68. Layoffs
- 69. Leaves of absence
- 70. Litigation support
- 71. Marital status
- 72. Maternity and pregnancy
- 73. Medical leave
- 74. Mergers and acquisitions support
- 75. Minimum wage

- 76. Motivation
- 77. National Labor Relations Act (NLRA)
- 78. National origin discrimination
- 79. Nepotism
- 80. New hire reporting
- 81. Noncompetition agreements
- 82. Notices (posting)
- 83. Office parties
- 84. Orientation/onboarding
- 85. Occupational Safety and Health Act (OSH Act)
- 86. Outplacement
- 87. Overtime
- 88. Parental leave
- 89. Part-time employees
- 90. Payroll
- 91. Pensions
- 92. Performance management
- 93. Personality assessments
- 94. Personnel files
- 95. Personnel policies/manuals
- 96. Physical examinations
- 97. Pre-employment medical inquiries
- 98. Pregnancy discrimination
- 99. Prevailing wages
- 100. Privacy
- 101. Quality improvement
- 102. Racial discrimination
- 103. Recruiters
- 104. Religious discrimination
- 105. Religious holidays
- 106. Rest and meal periods
- 107. Retaliation
- 108. Retention of records
- 109. Return to work
- 110. Salary reviews
- 111. Salary surveys
- 112. Sales compensation
- 113. Sales personnel exemption
- 114. Searches

- 115. Security
- 116. Seniority
- 117. Severance pay
- 118. Sex discrimination
- 119. Sexual harassment
- 120. Show-up pay
- 121. Sick leave
- 122. Social media misuse
- 123. Solicitation
- 124. Strategic HR
- 125. Subpoenas
- 126. Succession planning
- 127. Suggestion systems
- 128. Summary plan descriptions
- 129. Surveillance
- 130. Teamwork
- 131. Termination
- 132. Time keeping
- 133. Tip credits
- 134. Trade secrets
- 135. Training 136. Travel time
- 137. Turnover138. Unemployment
- compensation
- 139. Unions
- 140. Vacations 141. Violence
- 142. Wage and hour
- 143. WARN Act
- 144. Wellness programs
- 145. Whistleblowing
- 146. White collar overtime exemptions
- 147. Workers'
- compensation 148. Workplace bullying
- 149. Work for hire doctrine
- 150. Wrongful termination claims

