



The Five Deadly Workplace Legal Risks of the 21st Century

Keith J. Braskich
Davis & Campbell L.L.C.



I.

Appearing Unfair and Unconcerned

“Every Employer Gets the Union They Deserve”

- Respect
- Communication
- Effort



II. Failure to Protect Business Assets

- Noncompetition Restrictions
- Confidentiality Provisions
- Anti-solicitation Restraints



II. Failure to Protect Business Assets

- ESI Policies/Practices
- Attorney Fees/Liquidated Damages
- Forum Selection/Jury Trials



III.

Failure to Vigorously Assert Company Rights

- Defending Claims
- Protecting Goodwill



IV. Systemic Workplace Practices/Policies

- Time Clock Rounding Practices
- Pre & Post Work Requirements
- Wage Deductions



IV. Systemic Workplace Practices/Policies

- Lunch Time Work Requirements
- Withholding/ Delaying Wage Payments
- Travel Time



V.

Retaliatory Conduct/Dishonesty

- Punitive Damages
- When Employees Cost Money/Disrupt Business/Drain Resources