

# The Top 10 Employment Law Mistakes Most Commonly Made by Contractors (and how to avoid them!)

This presentation will address the top employment law mistakes made by contractors in the construction industry. Attendees will learn steps they can take to minimize potential liability for employment law matters. Attendees will learn how best to ensure a former employee is prohibited from bringing claims against the company, and how to avoid other common traps in the employment law arena. Issues to be addressed include, but are not limited to, proper classification of independent contractors, severance pay, documenting disciplinary actions, the importance of written job descriptions, the importance of a discrimination and harassment policy, and common wage and hour mistakes such as those made regarding travel pay.

## Philip Siegel's Bio



Philip J. Siegel, Esq., is a partner and shareholder with the firm of Hendrick, Phillips, Salzman & Siegel. Philip attended the University of Michigan in Ann Arbor, Michigan graduating with distinction from the School of Business Administration where he earned his B.B.A. Mr. Siegel received his law degree from Emory University School of Law. He worked in the public accounting industry as a state and local tax consultant for two years prior to commencing his career as a construction litigation and labor/employment attorney.

Mr. Siegel's practice focuses primarily in the areas of labor/employment law, including defense of OSHA citations, immigration compliance assistance, Davis-Bacon Act consulting, contract consulting, and construction litigation, including representation of general contractors, subcontractors and suppliers, all on a national basis.

Mr. Siegel has written a number of articles concerning labor and employment issues affecting the construction industry. Mr. Siegel has also lectured on construction topics to a wide range of groups, including seminars sponsored by the Insulation Contractors Association of America, the Independent Electrical Contractors Association, the National Women in Construction (Dallas Chapter), the Building Trades Employers Association, GAF, the Firestop Contractors International Association, the Chicago Roofing Contractors Association, the American Subcontractors Association, the Construction Financial Management Association, the National Roofing Contractors Association, Lorman Educational Seminars, the Arizona Roofing Contractors Association, the Wisconsin Roofing Contractors Association, the Mid Atlantic Roofing Contractors Association, the North/East Roofing Contractors Association, the Associated General Contractors, the Conditioned Air Association of Georgia, the Roofing & Sheetmetal Contractors Association of Georgia, the Georgia Concrete and Products Association, the

Macon Economic Development Commission Safety Committee, the Southern Region of the National Electrical Contractors Association, the Associated Builders & Contractors of Georgia, and the National Roofing Legal Resource Center.

Philip is a member of the Georgia Bar, the Atlanta Bar Association, and the American Bar Association and is admitted to practice in all State and Superior Courts in Georgia, as well as the United States District Court, Northern District of Georgia. Philip has also represented clients in the construction industry before the National Labor Relations Board, the Occupational Safety and Health Review Commission, the Department of Labor, and the Equal Employment Opportunity Commission.

Philip and his wife Debra have two children, Zoe, age 14, and Zackary, age 11.