

Top 10 Common and Costly Mistakes Made by Employers

By Carmela J. Woll, Esq.

The Law Office of Carmela J. Woll works closely with all of its business clients in order to show them how to avoid, or fix, 10 of the Top Small Employer Mistakes:

1. Paying employees salary and thinking it alone will qualify them as "exempt" from overtime
2. Failing to keep accurate time records
3. Failing to properly provide and keep track of meal periods and rest breaks
4. Improperly classifying employees as independent contractors
5. Providing loans to employees and then deducting money from their paycheck to collect
6. Not controlling overtime hours and failing to pay it when worked
7. Having "Use It or Lose It" vacation or PTO policies
8. Not following (or not having) written employment policies that are up-to-date
9. Failing to timely pay all wages owed upon end of employment
10. Retaliating against employees who raise concerns about their wages or other terms or conditions of their employment

By working closely with our clients, we can identify many of these issues before our clients, or their employees, are even aware of them. This style of proactive, pre-emptive lawyering saves our clients money and builds their bottom lines.

Attorney Carmela J. Woll has firsthand experience with the daily concerns and worries that arise for small-business people and startups. Her judgment is informed thoroughly by the specific features of the California business landscape and she puts this knowledge to work for her clients on a daily basis, particularly with respect to avoiding the entirely preventable 10 common mistakes noted above.

To contact us for more information, please visit www.carmelawoll.com