

# HEALTH & HUMAN RESOURCES SERVICES

Human resource management in the health care industry is a high-risk area, with almost every employment decision carrying some risk of legal consequences, both in the employment sphere and more broadly in other areas of health care compliance. Hall Render’s Employment Services team advises health care employers with the legal and practical aspects of human resource management, assists in finding successful resolutions of immediate issues and provides support and guidance to avoid larger exposure in the future.

## OUR APPROACH

We guide our health care clients through the sensitive process an employer must follow in order to respond to issues involving all aspects of employment law, including:

- Discipline
- Discharge
- Drug Testing
- Workplace Harassment
- Discrimination
- Wage and Hour
- Employee Privacy
- Accommodation of
- Employee Disabilities

Our attorneys also serve as client advocates in defending employer actions before federal and state courts and agencies at all levels and are successful in helping clients manage risk, avoid litigation and reduce litigation costs through alternative dispute resolution.

Additionally, the Employment Services team supports clients with all facets of benefits plans, including:

- The design, drafting, implementation and interpretation of all types of retirement, welfare benefit and fringe benefit plans; and
- Advising on the legal and tax implications of the maintenance, operation, amendment, government reporting, participant communication and termination of employee benefit plans.

Our experience in representing employers and individuals in connection with investigations includes working with the Internal Revenue Service, the Department of Labor and the Pension Benefit Guaranty Corporation.

## REPRESENTATIVE EXPERIENCE EXAMPLE:

Hall Render’s Employment Services team has:

- Assisted large, multi-state health system develop comprehensive mandatory COVID-19 vaccination program, including drafting of policies, forms and employee communications, developing robust employee exemption request procedures, formally training multi-disciplinary exemption review committees and creating vaccination and exemption status tracking and documentation systems, all in compliance with variable and evolving state and federal legal requirements.
- Strategically and confidentially resolved a complex FLSA “missed meal period” wage/hour dispute on behalf of a hospital client. This was no small task given that a federal lawsuit had been filed and settlements of FLSA lawsuits require “on the record” settlement hearings in front of the presiding federal judge.
- Discreetly investigated, concluded and amicably resolved a sensitive workplace harassment complaint at a health care client within a few short days of the initial complaint, thereby protecting the client’s interests, reaffirming the company’s commitment to a harassment-free workplace and improving employee morale in the process.

## CONNECT WITH US



**Kevin Stella**

Attorney

[kstella@hallrender.com](mailto:kstella@hallrender.com)



**Dana Stutzman**

Attorney

[dstutzman@hallrender.com](mailto:dstutzman@hallrender.com)

*Continued on next page*



- Routinely collaborate internally with medical staff attorney colleagues to help our clients carefully and efficiently navigate the complex medical staff and employment issues that arise with physician performance, behavior and impairment scenarios.

### LET'S GET STARTED

Contact Hall Render to discuss how your organization can benefit from a partnership with our health care attorneys and advisors.



### CONNECT WITH US (CONTINUED)



**Larry Jensen**  
Attorney

[ljensen@hallrender.com](mailto:ljensen@hallrender.com)



**Mary Kate Liffrig**  
Attorney

[mliffrig@hallrender.com](mailto:mliffrig@hallrender.com)



**Jon Rabin**  
Attorney

[jrabin@hallrender.com](mailto:jrabin@hallrender.com)



**Mark Sabey**  
Attorney

[msabey@hallrender.com](mailto:msabey@hallrender.com)