

Accelerate Your Business - Navigating Your Onboarding Process: Employment Law Basics for the Early Stage Company

CURE Innovation Commons

Thursday, September 7, 2017 from 4:30 PM to 6:30 PM (EDT)
Groton, CT

"Accelerate Your Business" is a new series of events at [CURE Innovation Commons](#) to offer business know-how and connectivity to individuals who are interested in learning or starting and growing an enterprise. This service is provided to the CT ecosystem through the [TRIP](#) collaborative and [CURE](#). Guest experts will offer presentations, followed by lots of time for Q & A. After the program there will be opportunities to meet one-on-one with the speakers as well as to enjoy networking. Entrepreneurs from all business sectors are invited to attend.

This event will focus on the increasingly complicated hiring process which has become laden with potential legal pitfalls, particularly for small start-ups without in-house employee relations assistance, Mary A. Gambardella, a partner in Wiggin and Dana's Labor, Employment & Benefits practice group, will address the following important topics relating to your early stage business.

- * Applications: What you can and cannot ask
- * Restrictions on and requirements regarding background checks
- * Screening applications and common pitfalls of the interview process
- * The importance of documentation reflecting the process
- * Offer letters and onboarding agreements; and
- * Fundamental handbook policies.



Mary A. Gambardella is a Partner at [Wiggin and Dana, LLP](#) and is the Chair of the Labor, Employment and Benefits Department, Co-Chair of the Diversity Committee and Chair of the Women's Network Committee.

Ms. Gambardella has decades of experience assisting clients in a wide range of industries, as well as educational institutions, in developing and implementing policies and procedures to ensure compliance with ever-changing laws and regulations; dealing with employment decisions in all categories, including sensitive discipline and termination processes; complicated leaves of absence under the varying federal and state statutory entitlements; reductions in workforce; and the drafting and negotiation of severance packages. She frequently conducts management and human resource personnel training; conducts and/or oversees internal investigations; assists with all aspects of internal wage/hour audits; and defends clients in connection with investigations conducted by state or federal agencies including departments of labor, OSHA, state human rights commissions and the EEOC. In connection with her representation of educational institutions, Ms. Gambardella has also handled Title IX and Clery Act matters.

Ms. Gambardella is also a seasoned litigator with significant experience before state and federal courts, administrative agencies, and regulatory bodies involving all aspects of labor and

employment law, including discrimination, sexual harassment, wrongful discharge, wage/hour and employment contract claims; including complex, multi-plaintiff claims and class actions involving these issues. Ms. Gambardella has acted as first chair in dozens of bench and jury trials through to verdict. She has also represented clients during numerous mediations and arbitration matters.

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