

TOP 5 EMPLOYMENT LAW ISSUES THAT LEAD TO LAWSUITS IN DENTAL PRACTICES

ISSUE #1:



LACK OF AN EMPLOYEE HANDBOOK OR IT'S OUTDATED

Failure to have a legally compliant employee handbook updated to reflect the current state of issues in employment law "is a lawsuit waiting to happen."

ISSUE #2:



MISCLASSIFICATION OF EMPLOYEES

Occurs when employees are misclassified as independent contractors *or* when employees are misclassified as exempt from overtime pay when they are really non-exempt and should receive overtime. **NOTE: 1 out of 3 lawsuits filed against dental owners are on this topic!**

ISSUE # 3:



AGE DISCRIMINATION ISSUES

Generally, age discrimination issues occur in recruitment and hiring situations, in the workplace when older workers receive less training opportunities, promotions and rewards than their younger counterparts and in unlawful terminations.

ISSUE #4:



WAGE & HOUR MISTAKES

Wage & Hour Mistakes occur due to issues around unpaid overtime, not allowing employees to have a lunch break or breaks during the day. **Note: This continues to be a growing area for lawsuits in dental practices.**

ISSUE #5:



UNLAWFUL TERMINATIONS

Consult With Employment Lawyer 1st Before Firing:

- If the Employee Is Pregnant
- If the Employee is Over 50
- If They Have Been Injured on the job or have filed a workers comp case
- Anything COVID-19 related!