

## HEALTHCARE

# Home Care

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The home care and skilled nursing industries are rapidly evolving as issues and trends emerge regularly and change how we think about the workplace. Common business obstacles include staffing shortages, keeping up with advances in technology, consumer demands and budgetary constraints all while facing legal challenges such as classification and certification, patient abuse and neglect, insufficient caregiver training, cultural differences and fraud.

Jackson Lewis P.C. attorneys represent a large number of independent home care agencies, hospitals, residential care facilities, skilled nursing facilities, independent living facilities, assisted living facilities, hospice agencies, franchisors, franchisees, staffing agencies and the organizations that support them. With resources nationwide, our team can respond quickly and effectively to a variety of legal and business issues at the federal, state and local level. Our breadth of experience as a labor and employment law firm allows us to offer organizations comprehensive service covering employment, regulatory compliance, transactional and litigation strategy.

### Employment

- Recruitment
  - Hiring processes
  - Compensation structures
- Onboarding & Employment
  - Employment agreements
  - Arbitration agreements
  - Disciplinary action
  - ADA compliance
  - Handling leave of absence, harassment and performance-management issues

- Post-Employment Issues
  - Non-competes
  - Unfair competition
  - Severance agreements

### Compliance

- Policies and procedures
- Auditing and monitoring programs
- Directing workforce training
- Regulatory enforcement actions
- Workplace investigations

### Training and Support

- Practicing positive employee relations and remaining union free
- Continuing education
- Legal Updates and healthcare blog  
[www.healthcareworkplaceupdate.com](http://www.healthcareworkplaceupdate.com)

### Litigation Support

- Strategies to avoid litigation
- Responding to demand letters and requests for information
- Defense of wrongful termination, discrimination, harassment and class and PAGA actions
- Arbitration and negotiations
- Collective bargaining
- Litigation support
- Agency investigations and claims before the EEOC, DFEH and other agencies

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