



Serving the Fitness Industry

The Jackson Lewis P.C. Hospitality Industry Group provides legal and strategic business solutions to fitness and health-centered businesses across the United States, from single operations to multistate chains, franchises and corporate fitness companies.

Our deep experience with federal, state and local laws and the regulatory concerns impacting our fitness clients allows our Hospitality Industry Group of more than 300 attorneys to provide a full menu of services, including:

Preventive Wage and Hour Strategies

- ▶ Exempt status
- ▶ Application of the inside sales exemption
- ▶ Pay structures for various employees, including personal trainers, group fitness instructors, individualized fitness instructors and/or regular hourly and managerial staff members
- ▶ Implications of private in-home training sessions
- ▶ Independent contractor issues
- ▶ Treatment of managers who also work in other capacities
- ▶ Recording hours worked, including travel time
- ▶ Off the clock work
- ▶ Reimbursements for expenses including certifications, music, cell phones, uniforms and fitness equipment
- ▶ Do you really have to pay someone just for showing up?
- ▶ Paystubs
- ▶ Deductions from pay
- ▶ Rest/meal periods
- ▶ Equal pay issues



Guest Relations

- ▶ Guest discrimination and accommodation
- ▶ Harassment
- ▶ Fraternalization
- ▶ Protection of identity of VIP clients (AKA whales)

Employee Relations

- ▶ Sexual and other harassment claims
- ▶ Age and other discrimination claims
- ▶ Confidentiality (trade secrets and more)
- ▶ Reasonable accommodation – religion/disability
- ▶ Service animals
- ▶ Marketing and advertisements
- ▶ Social media
- ▶ Privacy-related policies
- ▶ Strategies to train managers/staff
- ▶ Safety compliance
- ▶ I-9 and E-Verify audits

Operations

- ▶ Crisis management
- ▶ Safety planning
- ▶ Image
- ▶ Recruitment practices
- ▶ Email communications

Labor Relations

- ▶ Preventive labor relations programs for union-free and unionized employers
- ▶ Negotiations, picketing and strike management for unionized employers
- ▶ Labor arbitrations

Licensing and Permitting

- ▶ Federal and state licenses and permits
- ▶ Municipal permits, including zoning and use permitting, building permits and catering licenses
- ▶ Health permits
- ▶ Food licenses for on-site food sales
- ▶ Premises alterations
- ▶ Enforcement and violations
- ▶ Business closing issues as they pertain to licenses and permits held by the business

Learn more: [jacksonlewis.com/industry/hospitality](https://www.jacksonlewis.com/industry/hospitality)