



TOP 10: THE LEGAL ISSUES HR NEEDS TO WATCH THE REST OF 2012

YOU'RE JUST COMING OFF A HECTIC HOLIDAY WEEKEND - A GOOD TIME TO CATCH YOUR BREATH AND TAKE A LOOK AT THE BIG PICTURE. HERE'S AN OVERVIEW OF THE POTENTIAL LEGAL SNARES YOU'LL NEED TO BE AWARE OF IN THE SECOND HALF OF 2012. HERE ARE THE TOP 10 THREATS HR'S FACING IN THE COMING MONTHS : 1. RETALIATION: THE BIGGEST THREAT 2. HARASSMENT: UPDATE THE POLICY 3. SOCIAL MEDIA: A NEW NIGHTMARE 4. PERFORMANCE REVIEWS - AGAIN 5. ADA: THE FOCUS SHIFTS 6. FMLA/ADA CONFLICTS 7. DISCOURAGE INTERMITTENT LEAVE 8. AVOID THE NEW OVERTIME TRAP 9. PREPARE FOR OSHA INSPECTIONS 10. FOIL ANY SNAP UNION ELECTION.

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