

Services Included in Employers Council Membership

Please Contact Allegra Wenger to add members to your schools Employers Council Membership (2-3 Individuals Per School Allowed): AllegraWenger@csi.state.co.us or #720-354-6071

EMPLOYMENT LAW SUPPORT

Affirmative Action Advice
Age Discrimination Issues
Americans with Disabilities (ADA)
Business Closings and Layoffs
COBRA and HIPAA Issues
Demand Letters
Disability Accommodation
Drug and Alcohol
Employment Agreements
Family and Medical Leave Act
Garnishments
Immigration / Work Authorization
Compliance
OSHA
Release and Waiver Agreements
Termination Process
Unemployment Compensation
USERRA / Veterans' Rights Wage
Hour
Wrongful Discharge
Administrative Representation in:
- *Unemployment Hearings*
- *Wage Hour Claims*

SURVEYS

Benefits Surveys
Compensation Surveys
Employment Practices Surveys

LABOR RELATIONS AND ADMINISTRATIVE REPRESENTATION*

Collective Bargaining
Grievance and Arbitration Hearings
NLRB Proceedings
Strike Assistance
Unfair Labor Practice Representation
Union Avoidance
Union Organizing Campaigns

**Labor Relations services may be billed on an hourly basis.*

HUMAN RESOURCES

Appraisal Systems
Compensation and Benefit Practices
Day-to-Day Employment Questions
Downsizing
Employee Handbooks
Exit and Transition
Global HR
Health Care Reform
HR Administrative Practices
HR Metrics
HR Strategy
HR Technology
On-boarding
Payroll Advice
Performance Management
Policy Manuals
Recordkeeping
Recruiting
Staffing and Selection
Workplace Violence

WEB-BASED AND ONLINE RESOURCES

Surveys – *validated data for over 4,000 job titles*
FYIs - *essential employment law topics at federal and state levels*
Employee Handbook Planning Guide
Federal Record Retention Guide
Newsletters, blogs and articles on trending employment law and workplace topics
CCH AnswersNow – *provides 50 state guidance on legal compliance issues and HR practices*
Job Description builder

OTHER RESOURCES

Annual Planning Packet
Employee Handbook Planning Guide
Employment Law Resource Guide
Federal Record Retention Guide
HR Forms—English and Spanish
Industry Roundtables
Monthly Bulletin with the latest in Employment Law and HR news
NLRB Election Petition Updates
Reference Library
Special Surveys and Reports
Toolkits and Checklists
Video Training Resources
Employment Law Posters

Specialized For-Fee Services

In addition to the benefits included under your membership dues, you can also access a number of consulting and project-specific services. These services are priced below the market rate, and are customized to employers' needs. **The costs incurred by utilizing these Specialized For-Free Services would be incurred by the school, not CSI.**

Affirmative Action Advice

360 Leadership Assessments and Reviews

Affirmative Action Planning Services

Assistance During Union Organizing

Audits:

- *HR Audits*

- *HR Business Review*

- *I-9 Compliance*

Benefit and Payroll Administration

Career Transition and Development Services

Compensation Services

Custom Opinion Surveys

Drug and Alcohol Testing Services

Employment Agreements

Employment Arbitrations

Employment Law Compliance Posters

Employment Testing and Assessments

EEO Discrimination Complaints

ERISA Consulting

Executive and Management Coaching

Facilitation

Human Resource Professional Staffing

Immigration Services

Labor Arbitrations

Labor Negotiations

Mediation Services

Organizational Development Services

Organizational Performance Assessments

Pre-employment Screening

Recruiting

Representation in Unfair Labor Practice and OSHA

Administrative Trials

Retirement Transition Services

Selection Testing and Assessments

Strategic Planning

Surveys:

- *Contract Surveys*

- *Customized Survey and Analysis*

- *Electronic Survey Data*

- *Special Studies Surveys*

Training:

- *Briefing Sessions*

- *Conferences*

- *Customized Curriculum Design*

- *E-Learning*

- *On-Site Training*

- *Special Programs and Seminars*

Training Needs Assessment

Wage Hour Audits

Workforce Planning

Workplace Coaching Services

Workplace Investigation Services