

# Regulatory Compliance

On a daily basis, employers are faced with hundreds of overlapping local, state and federal employment laws. Compliance with these laws can be complicated and, at times, frustrating. We understand. Whether it's an already existing local ordinance or a newly proposed rule, our government affairs team will help you advocate your concerns with lawmakers and regulators.

Our labor and employment lawyers work closely with our clients to mitigate regulatory compliance costs – be it a small start-up company or a well-established multi-national corporation. Our team includes members that have led reforms to Ohio's Fair Employment Practices Act, as well as members serving on the Ohio Society for Human Resource Management (SHRM) board of directors, the largest statewide organization dedicated to the human resources field.

We are proud to be the only law firm in the nation selected to report monthly and annually to a Washington D.C.-based business trade association, communicating about legislative and administrative changes in workers' compensation and unemployment compensation across the country.

## Our Services

- + **Regulatory compliance cost mitigation:** lowering or eliminating the short- and long-term costs of local, state and federal employment laws and regulations
- + **Regulation alignment:** aligning regulations to clients' goals and industry best practices; educating regulators and lawmakers on the practical impact (positive or negative) of public policy decisions affecting client operations and industries
- + **Colleges/universities:** assistance working with the Ohio Department of Job and Family Services on unemployment compensation
- + **Construction industry:** assistance working with the U.S. Department of Labor on wage and hour issues
- + **Staffing industry:** assistance working with the Ohio Department of Job and Family Services on successor business unemployment compensation issues

## Our Clients

We represent trade associations and businesses seeking to reduce the overall cost of compliance across local, state and federal laws and regulations. Our clients wish to implement workplace practices that mitigate risk and cost of compliance; we offer advice and support when they are facing a complaint filed with an administrative body or court at any level of government.

Our clients include:

- + **Statewide human resource associations:** serve as director of government affairs; promote reform to laws, including employment laws, workers' and unemployment compensation, health care, prevailing and minimum wages, paid and unpaid time off
- + **State and local chambers of commerce:** develop public policy agenda regarding workers' and unemployment compensation reforms
- + **Construction and manufacturing industries:** assistance working with the Ohio Department of Commerce's Wage and Hour Bureau

## Contact Us

For more information on our employee relations services regarding regulatory compliance, please contact Tony Fiore.

### Our Team

Tony Fiore, Director (614-462-5428)  
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Brendan Feheley, Director  
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