

# Drugs in the Workplace: Tread Lightly, Navigate Carefully

## *Article*

FisherBroyles offers a warning for employers dealing with an employee who is doing – or is suspected of doing – illegal drugs: You could be facing large legal fees, company embarrassment, and major diversion of management time. But an employer can take some steps to avoid big problems.

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# Agreement to Arbitrate May Not Require a Written Contract

## *Article*

From two different courts in two different states on two very different claims come the same concept: an agreement to arbitrate may be binding even without a signed contract, according to a report by Stan Martin on the Commonsense Construction Law website.

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# Employer's Failure to Sign

# Agreement Torpedoes Its Motion to Compel Arbitration

## *Article*

A fundamental principle of contract law is that a written contract is an agreement in writing that serves as proof of the parties' obligations, writes Virginia Whitehill Guldi of Zuckerman Spaeder LLP. What happens, however, when the parties forget some of the niceties of formalizing a written contract?

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# Webinar: Why Strategic HR is Crucial Now, and How to Get Started

*Event, April 19, 2 p.m. EDT*

BanbooHR will present a complimentary webinar designed to help companies' human relations departments become more strategic to solve more imminent business problems.

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# Handbook Contract Disclaimers & Mandatory Arbitration

# Policies

## *Article*

A New Jersey court recently used the so-called contract “disclaimer” language in an employer’s handbook to preclude the employer from enforcing a mandatory arbitration program contained in that same handbook, reports Kevin C. Donovan in a Wilson Elser client alert.

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## **Startup Essentials: Avoiding Common Employment Law and HR Pitfalls**

### *Event, March 9, 1 p.m. EST*

Practical Law will present a free 75-minute webinar on Wednesday, March 9 at 1 p.m. EST, in which Philip M. Berkowitz, a shareholder with Littler Mendelson P.C., and his colleague, Christine L. Hogan, discuss key employment laws, practices, and policies of particular concern for startups.

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## **Independent Contract Workers: Just Because You Say It,**

# Doesn't Make It So

## **Article**

When not done correctly, independent contractor classification is fraught with risk and lots of potential legal liability write Mark J. Neuberger and Larry S. Perlman of Foley & Lardner in an article posted by *The National Law Review*.

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# Corporate Divorce Series: Do Fraudulent Credentials Annul Employment Contracts?

## **Article**

The key to having a court grant an annulment and permitting the employer to avoid any contractual promises made to the employee based on the fabricated credentials is that the criteria at issue be material to the employer.