

Employee Handbooks: Read ‘Em and Weep

Tuesday, August 26, 2014, 2:00 p.m. EDT

Christine V. Walters, MAS, JD, SPHR
HR Consultant and Author
Westminster, Md.

Christine V. Walters, MAS, JD, SPHR, is a human resources consultant and author who speaks regularly at industry events focused on HR legal practices and emerging issues.

Christine has been engaged as an expert witness for the defense, presented at conferences across the country, and testified before U.S. Congressional and state legislative committees and federal administrative agencies. Christine has been interviewed and quoted in a variety of media, including television, radio, and print. In March 2011, her first book, "From Hello to Goodbye: Proactive Tips for Maintaining Positive Employee Relations" was published by the Society for Human Resource Management.

After working nearly 10 years in HR administration, Christine started FiveL Company in 1998 as a part-time practice while working full time at the Johns Hopkins University as program director and interim department chair. She discontinued FiveL Company when she joined the law firm of Saul Ewing LLP in 2000, but she restarted the practice when she ventured out on her own to provide full-time human resources and employment law consulting in September 2002.

Christine served as an adjunct faculty member of the Johns Hopkins University from 1999 until 2006, teaching graduate-, undergraduate-, and certification-level courses.

Christine demonstrates her commitment to supporting and advancing the needs and interests of the business community and the HR profession by currently serving in a number of volunteer leadership roles.

Christine is licensed to practice law in Maryland.

Session Description:

Employee handbooks have been the focus of recent scrutiny by the National Labor Relations Board and courts. Myriad policies have been found to violate employees' rights, create implied contracts, and more.

Join this interactive course as we review:

- The pros and cons of having an employee handbook;
- How to distinguish between handbooks and procedure manuals;
- What policies are most commonly included; and
- The policies that have been subject to frequent and recent legal scrutiny including:
 - Gossip;
 - Confidentiality;
 - At-will employment;



- Probationary period; and
- Disciplinary action.

Learning Objectives:

- Advocate reasons why or why not to have an employee handbook;
- Explain which policies they want incorporated into the handbook for their organization and why; and
- Compare and contrast at least two proactive practices they can apply today.

Top Three Session Ideas

Tools or tips you learned from this session and can apply back at the office.



1. _____

2. _____

3. _____