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L&E 101: Are Your Policies Compliant, Implemented, and Enforced?

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Labor and employment laws address complicated and nuanced scenarios. As workplace environments and technologies evolve, employers must ensure they implement proper policies and protocols across various occupational circumstances, from hiring and firing to promotions and whistleblowing to proper pay. While the U.S. Department of Labor, the EEOC, the NLRB, and other U.S. agencies enforce laws at the federal level, states and local governments can implement their own distinct requirements that employers must also understand and follow. As a general rule, where federal, state and local requirements overlap, employers must comply with the standard that is most protective of employees.

Conn Maciel Carey's national [Labor & Employment practice](#) supports clients in their compliance efforts by offering a wide range of resources, including [blogs](#), [webinars](#), [masterclasses](#), and [other thought leadership](#). Though informative, these materials don't always address individual employer concerns, as they're designed for broader audiences. But our team has significant experience providing tailored training to employers across the L&E spectrum. In these sessions, we delve into your specific policies and protocols to show your workforce how the law works in the field and on the ground. Pristine policies may look great on paper, but making sure your procedures are implemented and enforced in practice is equally important. When a claim or agency investigation arises, regulators and courts often look past the handbook to ask whether employees were actually trained and whether the policy was applied consistently.

For example, we can train your workforce on:

Wage-Hour

- Fair Labor Standards Act
- State wage-hour laws
- Davis-Bacon and Service Contract Acts (prevailing wages)
- Common compliance concerns
- Best practices

Labor Relations

- National Labor Relations Act

- Labor Management Relations Act
- Labor Management Reporting and Disclosure Act
- State labor laws
- The NLRB
- Protected Concerted Activity
- Union Activity

Anti-Harassment and Anti-Discrimination Training

- Equal Pay Act
- Title VII of the Civil Rights Act
- Age Discrimination in Employment Act
- Americans with Disabilities Act
- Genetic Information Nondiscrimination Act
- Pregnant Workers Fairness Act
- The EEOC
- State equal employment opportunity laws
- Retaliation

Workplace Violence Prevention

- California's SB 553 and workplace violence prevention plans
- New York's Retail Worker Safety Act, workplace violence prevention policies, and workplace violence prevention training.

Next Steps for Employers

Employers should remain vigilant about L&E compliance, performing internal audits to identify opportunities to improve practices and ensure lawful treatment of their workforces. In these efforts, considered communication and targeted training are key.

CMC's L&E group stands ready to help your employees understand, appreciate, and execute your compliant workplace policies. Contact any of our [L&E team](#) to discuss a training program tailored to your organization.