

Legal Issues in the Onboarding Process

By: Viane Lopez Braun

DeckerJones
ATTORNEYS AND COUNSELORS

UT LAW CLE – 25th Annual Labor & Employment Conference

The materials contained in this presentation are for informational purposes only and not for the purpose of providing legal advice. You should not rely on these materials to obtain advice with respect to any particular issue or problem. These materials do not create an attorney-client relationship between the author and the reader.

Today's Topics

- ▶ Immigration law compliance
- ▶ Trade secrets and restrictive covenants
- ▶ Arbitration agreements and jury waivers
- ▶ Workplace culture / preventing harassment and discrimination claims

Immigration Law Compliance

- ▶ I-9 process is critical
- ▶ USCIS Employer Handbook is a good reference
- ▶ Common problems include inconsistency, requiring a specific document, or favoring (or disfavoring) U.S. citizens

E-Verify

- ▶ Required for federal contractors
- ▶ Encouraged but optional otherwise
- ▶ New web site announced on April 10, 2018
- ▶ Approximately 800,000 enrolled employers

Find the full text of this and thousands of other resources from leading experts in dozens of legal practice areas in the [UT Law CLE eLibrary \(utcle.org/elibrary\)](https://utcle.org/elibrary)

Title search: Legal Issues in the Onboarding Process

Also available as part of the eCourse

[2018 Labor and Employment Law eConference](#)

First appeared as part of the conference materials for the 25th Annual Labor and Employment Law Conference session "Legal Issues in the Onboarding Process"