

Employment Law for Child Care Providers

Jim Hammerschmidt, Jessica Summers and Cristen Rose presented to the Maryland State Child Care Association at their Leadership Symposium on October 10, 2019.

Jim and Jessie's presentation covered several topics, including:

- At-Will Employment and Employment Agreements
- Recordkeeping Requirements and Best Practices
- Independent Contractors
- Overtime and Wage Payment Issues
- Equal Pay
- Breaks
- Leave
- Discrimination and Reasonable Accommodations
- Social Media and Off-Duty Conduct
- Safety and Workers' Compensation
- Performance Management and Termination
- Unemployment Insurance Claims
- Employment Practice Liability Insurance

Cristen gave a separate presentation, titled: "Childcare Centers and Children & Families," which focused on:

- Parent-Provider Contracts – do's and don'ts
- Custody issues – how to protect the center
- Discrimination against children or their families
- Administering medication and incidental medical services
- Immunization issues

Jim Hammerschmidt is Co-President of the firm, Chair of the Employment Law group, and member of its Litigation and Appellate Practice groups. Jessica Summers is a Principal in the firm's Employment Law, Employee Benefits, Retirement Plans, Litigation and Government Relations practice groups. Cristen Rose is a Principal in the firm's Regulatory Law & Litigation practice group.



Jim Hammerschmidt



Jessica Summers



Cristen Rose