

**VIGILANT MEMBERSHIP**

## Helping Companies Navigate Complex Employment Issues

### Stay Informed

Stay up-to-date on critical employment law and safety developments. Receive practical tips to help you implement changes.

### Proactively Address Risks

Employment issues can get sticky, quickly. We help you proactively develop policies and procedures to stay compliant.

### Create a Better Workplace

Join other like-minded employers in improving legal compliance, workplace safety and productivity, as well as employee relations.

### STAY AHEAD OF THE STORM

#### Address employment issues as they arise

Get answers quickly. Address issues early. With Vigilant membership you will have access to a Vigilant Law Group employment attorney and a safety professional to provide practical counsel when you need it. These professionals are responsive and reliable; generally you'll hear from them the same day you contact them.

#### What is included

- Access to employment attorneys who are licensed in WA, OR, CA, ID, MT
- Access to safety professionals who keep your workplace safe and compliant
- Predictable, flat monthly fee, based on number of employees

#### Get answers to your questions about:

- Family and medical leave
- Disability accommodation
- Employee classifications
- Wage & hour
- Equal employment opportunity
- Hiring, discipline, termination, and resignation
- Layoffs and downsizing
- I-9 compliance
- Drug and alcohol issues

### CONTACT US

[www.vigilant.org](http://www.vigilant.org)

503.620.1710

Vigilant is a 501(c)(6) nonprofit trade association serving manufacturing companies and companies within the manufacturing supply or service chain.

## Handbook & Policies

Compliance review, collaborative consultation, and policy development by a Vigilant Law Group employment attorney.

## Digital Resources

Bi-weekly newsletter and alerts.

Member website including:

- legal guides, model policies, and model forms
- HR compliance library
- job descriptions database

# Vigilant Membership

## Safety Counsel

Advice and hands-on assistance from a safety professional with site hazard assessment, safety program evaluation, and serious event response planning.

## Community Events

Roundtables, webinars and HR boardroom events where we address current employment and workplace issues.

## HR Advice

Ongoing advice and support on practical HR issues, all while taking your unique culture into consideration.

## Employment Law

Access Vigilant Law Group employment attorneys for help with federal, state, and local laws in WA/OR/CA/ID/MT, such as:

- family & medical leave
- wage & hour
- drug and alcohol
- discrimination & harassment
- hiring, discipline & termination
- disability & workplace injuries

## Other Services

Member pricing on services such as:

- affirmative action plans
- learning & development
- employee benefit plans
- Washington workers' comp