



East Coast Risk Management's team of HR professionals works to protect your bottom line by specializing in and providing guidance on all areas of labor relations and benefits compliance.

CONTACT:

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We have expanded our service line in Human Resources to include additional resources in labor relations and benefits compliance:

SERVICES INCLUDE:

- **Labor Relations**
 - ✓ Guidance regarding collective bargaining agreements, including policy implementation and discipline
 - ✓ Guidance on responding to union grievances
 - ✓ Assistance and representation at all stages of the grievance procedure, including arbitration
 - ✓ Contract negotiation
- **Employee Benefits Compliance**
 - ✓ Compliance advice regarding record keeping, ERISA, the ACA, COBRA, GINA and other employee benefit laws and regulations
 - ✓ Drafting of summary plan descriptions
 - ✓ Compliance audits
- **HIPAA Compliance**
 - ✓ Advice for compliance with HIPAA
 - ✓ Review and drafting of HIPAA policies
 - ✓ Review and drafting of business associate agreements
 - ✓ HIPAA compliance audits