



Employer
Solutions Law

MAY NEWSLETTER

NEW Fixed-Fee Service

New Service: Employee Handbook Review & Drafting

Outdated employee handbooks increase exposure to wage and hour claims, employee complaints, and agency scrutiny. In Washington, employment laws have shifted so significantly that a **handbook compliant 12–18 months** ago is likely already **out of date**.

At Employer Solutions Law we are taking a **practical approach** recognizing that for most employers updating a handbook is often time-consuming, expensive, and difficult to get right.

We now offer a structured, **fixed-fee approach** to reviewing, updating, or drafting **employee handbooks—designed to be cost-effective** and straightforward to implement.

[View Details & Request a Proposal](#)

Free Webinar

WORKPLACE MENTAL HEALTH & SUICIDE PREVENTION

Employer Responsibilities, Risk, and Readiness

Mental health issues—including suicide risk—are increasing in the workplace. **Is your team prepared to respond appropriately and within the bounds of the law?**

This is not about turning supervisors into counselors. The **employer's role is preparation and training—**recognizing concerns, responding appropriately, and connecting employees to the right resources.

You'll leave with **practical tools** to **recognize concerns, respond appropriately**, and connect employees to support—while understanding **your legal responsibilities** and limits. Presented by Rachel Padgett, MSW, Certified Mental Health First Aider, and Brian Padgett, Managing Attorney, Employer Solutions Law.



Date: Thursday, May 14



Time: 11:00 AM (Pacific Time)

Sign Up

May 21 Safety Symposium

Join us at the ASSP's Pacific Northwest Safety Symposium on Thursday, May 21. This **leading event** is for professionals seeking practical insights on safety, health, and environmental issues and brings together more than 300 attendees and an exhibition hall with 30+ sponsors and vendors.

The program includes a keynote speaker and 16 breakout sessions across four concurrent tracks, offering a full day of focused learning and discussion. **Employer Solutions Law will be well represented, with Weston Augustyniak, Alicia McDonnell, and Brian Padgett presenting.**

Attendance is open to both ASSP members and non-members.

[Register for the PNW Safety Symposium](#)

Safety & Health Campaigns

[Safety Stand-Down to Prevent Falls:](#) Falls are the leading cause of injury and death in construction in Washington State. Those deaths are preventable.

Each year in May, companies all over Washington State and L&I participate in the National Safety Stand-Down to Prevent Falls in Construction with the goal of preventing fall fatalities and injuries. The 13th Annual National Safety Stand-Down is scheduled for May 4-8, 2026.

[Mental Health Awareness:](#) Mental health has far-reaching effects on workers, families, business productivity, and the broader economy.

With over 160 million people in the U.S. workforce and more than 1 in 5 adults experiencing mental illness, the impact is both widespread and significant. Mental illnesses are among the most common health conditions in the United States, and more than 1 in 5 US adults live with a mental illness.

WISHA/DOSH

L&I Matters

Employment Law

Workers' Compensation Defense

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