

This meeting is a great way to learn how other engineering firms in NH are addressing various HR issues.

We will have legal/insurance updates from industry professionals as well as general discussion on the following topics and more:

- Taxing employees based on the state they are working in on a project basis (i.e. a NH employee works in CT, MA and NY in one week, are they deducting taxes for each of those states when an employee crosses state lines)?
- Open enrollment increases and budgeted increases for 2019 for Health Insurance
- Paid Family and Medical Leave – We will have some information from a survey from different industries to see how they are adjusting. The basic conversation starter would be: Here is how some people are dealing with it, here is where things may be going, what are you all doing/seeing?
- Requests to Bring Emotional Support Animals into the Workplace – People always seem fascinated with this topic, and it keeps coming up in the news., this is a good topic to get some specific education about the issue, backdoor in some education/review on general disability accommodation, and do it in a way that is not boring. It would also be interesting to see the room's personal experiences with these issues.
- Common Mistakes in Internal Investigations – Basically, a little education on best practices by telling war stories about bad practices that we have seen. Similar to the second topic in that it can be entertaining while educating.
- Hiring/Offer Letters/Employment Agreements – Not as fun as the previous topics, but it would be interesting to see how detailed offers are and what types of agreement people are signing. There are tricks to make some of these agreements enforceable under New Hampshire and Massachusetts law that we will share.