



Courtney Leyes Warns Employers of Legal Pitfalls with Seasonal Workers

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In an interview with *SHRM*, **Courtney Leyes** shares her insight on avoiding lawsuits when working with seasonal employees.

When it comes to onboarding, she advises employers to invest time in training employees, to take their complaints seriously, to thoroughly train them on your timekeeping procedures, and to avoid assuming that seasonal workers can be classified as independent contractors.

For at-will employees, "make sure they understand it's a seasonal job, and don't make promises that [they] are definitely guaranteed employment through the end of Dec. 31," said Courtney.

She also notes that many seasonal workers are under the age of 18, and depending on the state, "there are various constrictions on scheduling, pay, and what they can do. Especially if you're hiring minors, make sure you're getting the right information on file," such as parental permission and date of birth."

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