



The Employment and Labor Team is made up of 55+ attorneys who represent public and private companies across a wide range of industries.

## We help clients with

- Employment and labor litigation representing management
- Classification and payment of employees and contractors, including the FLSA and equivalent state law
- Internal investigations, including claims of discrimination, harassment, retaliation and whistleblower complaints, wage-hour audits, and OSHA inspections
- Positive employee relations strategies
- Protection of trade secrets and confidential information
- Restrictive covenant and employee mobility issues
- Workplace restructuring and downsizing
- Lawful responses to union organizing
- Management training on compliance with federal and state employment laws
- Negotiate collective bargaining agreements
- Represent employers in labor arbitrations
- Contract administration matters and respond to NLRB charges, related proceedings and litigation
- Labor disputes



## EMPLOYMENT AGREEMENTS AND EMPLOYER POLICIES

We regularly assist clients with all facets of the employment lifecycle. We understand that successful retention of employees starts with developing and executing an employment plan that includes executive compensation, employee incentives, commission and bonus plans, employment agreements, background check procedures, intellectual property and confidential information/trade secrets protections and separation agreements and programs.

Our Team creates and revises employment agreements, restrictive covenants, employee handbooks and employer policies. We also implement and discuss employment-related policies, procedures, and measures and conduct training for employers on workplace law and policy compliance.



## LITIGATION AND ADMINISTRATIVE PROCEEDINGS

We defend employers single plaintiff, multi-plaintiff, class actions, and collective actions in all areas of workplace law, and carefully monitor developments in federal, state, and local laws impacting employers to provide up-to-date and proactive advice.

Our attorneys routinely appear in state and federal courts, arbitral forums, and before the EEOC, NLRB, DOL, state fair employment agencies, state departments of labor, and other government agencies.



## TRADE SECRETS AND EMPLOYEE MOBILITY

We have extensive experience advising companies on the protection of trade secrets and confidential information. We assist clients with:

- Non-compete, non-disclosure, and non-solicitation agreements
- Developing best practices for identification and protection of proprietary business information and trade secrets
- Prosecuting trade secret misappropriations and restrictive covenant violations

Likewise, through our collective skill and acumen in employee mobility and trade secret matters, we are able to quickly diffuse high risk disputes and facilitate strategic defenses for clients facing costly and disruptive litigation.



## TRANSACTIONAL MATTERS

We work closely with our corporate lawyers and ERISA and benefits lawyers to handle transactional employment matters especially related to mergers and acquisitions, divestitures, equity investments and outsourcings. We conduct due diligence, assist with drafting and negotiating purchase and sale agreements, prepare related agreements such as executive contracts and retention agreements and advise clients in post-acquisition matters such as integration.



## LABOR RELATIONS

Our Team works closely with management clients to proactively manage relationships with organized labor and ensure compliance with the NLRA. At all stages, we help management clients develop company-centered solutions for managing the employment relationship to mitigate risk in labor matters.



## DISABILITY MANAGEMENT

We counsel employers on managing employees with medical conditions and compliance with disability law in the workplace, which includes assisting in the interactive process to evaluate requests for accommodations, providing related disability management counseling and defending employers in court and before government agencies in claims of disability discrimination, failure to accommodate and retaliation related to disability status and requests for accommodation.



## HUMAN RESOURCES AUDITS

Our attorneys work closely with a client's management teams throughout the audit process. Our Team provides:

- Analysis of personnel policies, practices and procedures for compliance with employment, labor, wage hour and workplace safety laws and regulations
- Supervisory employee interviews
- Data gathering on personnel matters
- Detailed, attorney-client privileged reports with recommendations (when necessary)