EMPLOYMENT

Your Counselors on Call

We pride ourselves on being your Counselors on Call, providing responsive, coordinated representation in all aspects of labor and employment. We provide effective counsel to public and private sector employers in employment, labor, employee benefits, workers' compensation, and immigration. Our clients range from family-owned businesses to some of the largest employers in the region. We counsel industries including retail, higher education, manufacturing, construction, hospitals and health care, communications and printing, professional services, food processing and non-profit organizations.

Our Experience

Our experience covers a wide range of employment matters, including:

- General counseling of employers on issues stemming from hiring, discipline, termination, Americans with Disabilities Act (ADA) compliance and Family and Medical Leave Act (FMLA) compliance
- Policy review, including review of employee handbooks and manuals, substance abuse testing, electronic communications, document retention and other areas
- Workforce reductions
- Separation agreements
- Wage and hour compliance, including compliance with the Fair Labor Standards Act and state wage payment and collection laws
- Compliance with military leave laws
- Rapid Response to NLRB/Union Organizing
- Grievance Arbitrations
- Affirmative Action plans and OFCCP audits
- Audits of employment practices
- I-9 and Immigration matters
- Workers Compensation
- Unemployment Compensation
- Employee health and welfare benefit plan issues
- Mediation - for specific information on our mediation services, visit our Litigation pagehere

Employment Training

We regularly host Employment Training Programs that provide practical guidance, knowledge and resources to help your management team act decisively and minimize legal risk by staying up-to-date with the myriad of changes in employment law. Contact us and ask about our training programs including:

- Discipline and Discharge
- Effective Documentation in the Workplace
- FMLA/ADA/Workers Compensation Interplay
- HIPAA Compliance
- I-9 Compliance
- Legal Issues in Hiring
- OSHA compliance
- Pre-Employment Screening and Testing
- Risk Management Strategies for Managers
- Sexual and Other Harassment
- Social Media in the Workplace
- Strategies to Reduce Workplace Violence
- Understanding Your Affirmative Action Obligations as a Government Contractor
- Rapid Response to NLRB/Union Organizing
- Wage and Hour Compliance
- Workers Compensation

We also have the ability to provide many of these programs in Spanish for employers with large Spanish-speaking employee populations.

We also feature aCrisis Management Service Teamcomprised of dedicated professionals who are experienced in handling a broad range of critical crisis type scenarios. This team is poised to identify and execute strategies that can help a business navigate through a range of disruptive and tragic events.Click here to learn more here.

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PRACTICE AREAS:

- Employee Benefits
- Employment Litigation
- Employment Training and Professional Development
- Immigration
- Labor Law
- Workers' Compensation