

# Labor & Employment

## Overview

The employer-employee relationship is an essential component of business success. By using best-practice approaches and creative thinking, we generate effective and practical solutions for our clients, allowing them to identify and minimize risks before costly problems arise.

When difficult situations surface, our clients benefit from our detailed knowledge of their industries and our experience as negotiators, problem solvers, and litigators. We are able to draw upon broad interdisciplinary resources within our firm that enable us to view legal issues from all angles.

We provide a full spectrum of labor and employment legal services, regularly offering counsel in areas such as:

- Workforce Diversity, Harassment, and Discrimination Training
- Sexual Harassment and Discrimination Investigation
- Management Training Programs
- Analyses of Hiring/Termination Practices, Policies, and Procedures
- Federal and State Department of Labor Audits
- Business Record-keeping Requirements
- Severance Negotiations
- Employee Termination and Discipline
- Sexual Harassment Prevention Trainings
- Employment Agreements (Non-Compete, Confidentiality, Physician Agreements, and Executive Agreements)
- OSHA Compliance
- Medical Professional License Issues
- Wage and Hour Administration (FLSA and State Compliance)
- Non-Compete Enforcement
- FMLA Compliance
- Employment Litigation (Federal and State Actions and Administrative Proceedings)
- Administrative Investigations and Hearings
- Confidentiality Issues
- Labor Disputes and Collective Bargaining
- Independent Contractor Issues
- Class and Collective Actions
- WARN Act and Compliance (Reduction in Force and Plant Closings)
- Medical Marijuana in the Workplace
- Reasonable Accommodation Analyses
- Equal Pay Issues
- Retaliation Claims
- Mediation
- Municipal Law (Civil Service Law, Proceedings, Article 78, PURB)
- NLRA Issues and Compliance

## Team



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