

## Employment & Labor

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Too many people choose to resolve employment law, labor law, and personnel problems in ways that result in costly litigation and simply create other problems. Because we truly understand people and the realities of the workplace, we know what solutions will work – not just to resolve today's issue, but to avoid problems tomorrow. Our team of employment and labor attorneys and consultants is available, responsive and creative.

Drummond Woodsum is always prepared to offer excellent services including legal and consulting services for employment law and labor law. We never use two advisors when one will do. Our advice is clear and prompt, whether we are creating an innovative incentive pay plan for a national company, resolving a conflict among supervisors on a shop floor, or counseling HR on the finer points of the FMLA.

We design and implement effective employment law and labor law procedures including HR systems, policies and handbooks, and provide regular seminars and training for supervisors and employees. When litigation is necessary, we litigate on behalf of our clients in state and federal court, at arbitration, and at administrative hearings of all kinds before state and federal agencies.

Our attorneys and consultants have decades of experience in the following areas in the private and public sectors:

- ADA/504 compliance
- Audits (FLSA, employment practices, salary/benefit benchmarking, etc.)
- COBRA
- Collective bargaining, grievances, arbitration
- Conflict management
- Discipline and termination
- Discrimination and harassment claims (sex, disability, age, race, sexual orientation, etc.)
- Drugs and alcohol in the workplace
- Drug testing
- Due process rights of public employees
- Employee benefits
- Employee handbooks
- Employee leave and accommodation requests
- Employee privacy rights
- Employment contracts
- Equal Pay Act/Gender equity

- Family and medical leave (state and federal)
- Federal contract compliance (OFCCP)
- Genetic Information Nondiscrimination Act (GINA)
- Hiring practices
- HR policies and procedures
- Immigration (I-9 compliance; visas of all types)
- Investigation and resolution of personnel issues
- Litigation (state and federal)
- Mediation
- Non-competition and non-solicitation agreements
- OSHA issues
- Performance assessment instruments and issues
- Personnel files and recordkeeping
- Plant closings/WARN Act compliance
- Public sector labor relations
- Retaliation claims
- Salary and incentive plans
- Severance agreements
- Sexual harassment claims
- Unemployment claims
- Union representation elections and proceedings
- Wage and hour compliance (FLSA)
- Whistleblower claims
- Workers' compensation discrimination