



LABOR & EMPLOYMENT LAW

Proper management of the workforce is essential for our clients' success. Our attorneys recognize the importance of this and the importance of proactively working with our clients to effectively and efficiently manage their workforces. Our employment attorneys represent employers in all aspects of the myriad issues that confront management on a daily basis.

COUNSELORS & LITIGATORS

Our proactive employment attorneys counsel employers on all employment laws and regulations, including:

- Title VII
- Americans with Disabilities Act
- Age Discrimination in Employment Act
- Fair Labor Standards Act
- Family and Medical Leave Act
- Worker Adjustment and Retraining Notification Act
- State fair employment practices laws

Our employment attorneys also help our clients manage their workforces through drafting, implementation, negotiation and management of employment contracts and executive compensation agreements.

When litigation cannot be avoided, our employment attorneys develop an aggressive strategy to defend each lawsuit and develop cost and risk determinations at each step of the litigation so that our clients can make the best decision for their business.

We represent our clients in a number of other employment-related areas that affect our clients' businesses, including counseling our clients and defending them in litigation involving employee benefits, ERISA and related matters.

AREAS OF EXPERTISE:

- Defending against discrimination, harassment, retaliation, wrongful discharge and other employee claims
- Defending multi-party and class action employee claims
- Defending claims involving breach of employment-related contracts and benefit plans
- Representing employers with unionized workforces in arbitration proceedings under collective bargaining agreements
- Representing employers in drafting, negotiating and implementing effective executive compensation agreements
- Defending employers being audited by the Department of Labor, particularly with respect to wage and hour issues
- Designing and implementing personnel policies and procedures, employee training and arbitration programs
- Investigating allegations of employee misconduct and discrimination claims
- Advising employers concerning disciplinary actions, terminations and reduction-in-force
- Counseling employers concerning equal employment opportunity planning and compliance
- Drafting, negotiating and enforcing confidentiality, non-competition, non-solicitation and severance agreements

WHY CLIENTS FEEL AT HOME AT GRAY REED

Your experience with our employment attorneys will be fully aligned with your goals and objectives and tailored specifically to how you want to do business with us. Whether we are your longtime advisors on employment-related issues or representing you in the courtroom, you'll be comfortable with our skill and practical approach. We know exactly when to turn up the heat and when collaboration is the smartest way for you to achieve your goals.