

Employment Counseling and Training

The strategic management of personnel issues can be crucial to the success of any business. To that end, our labor and employment lawyers offer sage counsel and effective training to employers of all sizes, in diverse industry sectors. The aim is to help promote strong employee relationships while protecting against employment-related disputes.

Counseling on Day-to-Day Issues

We help clients navigate a wide array of day-to-day employment issues, such as:

- The lifeline of employment from hiring to termination.
- Requests for health-related accommodations.
- Wage and hour classifications.
- Disciplinary measures and performance management.
- Discrimination and harassment claims and investigations.

In addition, we often serve as de facto general counsel to our clients, who rely on us as both legal and business partners. We help them to not only create and implement policies that prevent employee lawsuits but to also minimize and overcome the reputational damage such lawsuits can cause.

Retention of Key Employees

Cementing key relationships can be a significant competitive advantage in retaining critical talent. We counsel clients on all legal aspects of attracting, incentivizing and retaining talented people, as well as protecting against adverse consequences when they leave the company. To this end, we pioneered the use of restrictive covenants — widely emulated across service and other industries — to safeguard the company's business relationships and its intellectual property against the departure of key personnel.

Training for the Real World

As all manner of employee discrimination and harassment claims continue to proliferate, our widely acclaimed training programs resonate strongly with personnel from the executive suite to all levels of the org chart. Based on real-life scenarios — drawn from case law and our robust daily practice — we go beyond issues of discrimination and harassment to include educating employees about unconscious bias, and about the measures needed to protect the company from financial and reputational harm. We work closely with our clients on all aspects of their diversity, equity and inclusion efforts, including conducting equity audits and implementing training programs and plans.

Representative Matters

- Represented a financial services firm in a DOL inquiry regarding COVID-19 safety practices. Counseled the client on how to best communicate its safety policies and procedures to the DOL, which resolved the inquiry almost immediately.

- Serving as national employment counsel for a construction company on all employment matters.
- Obtained a settlement for a media company in an action by a competitor to enforce restrictive covenant against industry competitors.
- Analyzing and providing guidance for a global marketing and communications holding company on compliance with rapidly changing federal, state and local reopening guidelines, as well as return-to-work best practices.
- Counseled nationwide advertising agency in diversity, equity and inclusion initiative, including designing and conducting customized employee survey and interviews following Black Lives Matter protests.
- Counseled a large advertising platform company with respect to sexual harassment allegations about a senior executive. Resolved the issues to the satisfaction of the complainants in a manner that enabled the executive to continue with the company. Conducted a one-on-one anti-harassment training with the executive as well as a "respect in the workplace" training for the executive's entire management team.