

Labor + Employment

For companies where employees and their talents are by far the most important assets, the business ramifications of labor and employment law hold special weight. Our labor and employment attorneys are uniquely attuned to the practical aspects of managing and retaining essential employees. We serve as primary employment counsel for businesses throughout the United States in various industries tending to the day-to-day legal aspects of their employee relations.

Counseling and Training

As health and safety, discrimination, and harassment issues claim the forefront in corporate environments, we advise clients on best practices to sharply reduce litigation risk. We are especially known for our training programs, designed to confront these issues in real-life ways that resonate with companies in which people are critical assets.

Resolving Disputes

We represent clients in the full range of employment-related litigation, including claims of harassment, discrimination, wrongful termination, wage and hour and contractual disputes. As pioneers in the use of restrictive covenants, we are highly adept at both defending and challenging them. Much of our litigation involves Alternative Dispute Resolution (ADR) — especially mediation — where public visibility is lower and the risk of reputational damage is lessened.

Dealing With Organized Labor

Many of our clients have union involvement in their businesses. We negotiate their collective bargaining agreements and defend their interests before the National Labor Relations Board or in arbitration. They rely on us to help them work out their differences with organized labor, with the kind of creativity, knowledge and experience that achieves respect and buy-in at both ends of the table. Our reputation for resolving labor issues is well known to other law firms, which also often retain us to handle the labor relations aspects of their corporate transactions.

Representative Matters

- Conducted internal investigations for a major broadcasting company involving high-profile and highly sensitive allegations of sexual harassment.
- Serving as national employment counsel for a construction company on all employment matters.
- Represented a major advertising agency, in an arbitration against SAG-AFTRA, the union representing on-camera advertising talent nationwide. Prevailed in the arbitration, not only securing substantial savings for our client by avoiding paying residuals to on-screen drivers, but also providing our client and other signatory agencies with more certainty when budgeting for drivers and planning shoots by establishing guideposts for future commercials featuring driving.

- Advising an international network of design organizations, on COVID-19 reopening guidelines, policy review, and wage and hour violation matters. Providing ongoing seminars to human resources and financial professionals within the network regarding key updates on employment law throughout the U.S.
- Represented a large advertising agency with respect to a waiting time claim filed by an actor with respect to a union commercial shoot, negotiating a resolution for less than the amount sought.
- Defended a former computer programmer against a restrictive covenant lawsuit and arbitration brought by a hedge fund. Defeated the fund's application for a temporary restraining order and preliminary injunction preventing our client from starting a competing company and defeated its application to extend the life of the restrictive covenant. Then secured a favorable settlement, permitting our client to operate a competing company.