

FormanWatkins Promotes Experience of Labor & Employment Practice Group in Recognition of Labor Day

Click the image below to read about the experience and accomplishments of our Labor & Employment Practice Group, or download a **PDF**:

Intentionally + Different Perspectives

FormanWatkins' labor and employment law practice offers a comprehensive mix of counseling and litigation services. Our team of labor and employment attorneys are talented and diligent problem solvers with substantial experience, including:

• COUNSELING, COMPLIANCE AND TRAINING EXPERIENCE

FormanWatkins & Krutz labor and employment attorneys have helped clients be proactive and reduce the risks inherent in employment decisions by:

- Developing and/or updating employee handbooks and employment policies and procedures to ensure compliance with state and federal labor and employment law;
- Conducting supervisor and employee training on employment law topics, policies and procedures;
- Performing employee classification, wage and hour records, personnel file audit & audits;
- Investigating complaints of workplace discrimination, harassment, and retaliation as well as employee and union complaints;
- Guiding employers through the employment termination and discipline processes;
- Reviewing and/or drafting employment contracts, including executive employment contracts and stock plans, intellectual property, and non-compete agreements;
- Updating affirmative action plans; and
- Routinely advising employers on compliance with federal and state laws that affect employment, including Title VII, Family Medical Leave Act, Americans with Disabilities Act, Age Discrimination in Employment Act, Labor Market Standard Act, Uniformed Services Employment and Reemployment Rights Act, National Labor Relations Act, and the Affordable Care Act.

• LITIGATION AND ADMINISTRATIVE PRACTICE EXPERIENCE

FormanWatkins & Krutz labor and employment attorneys have successfully:

- Handled matters before the Equal Employment Opportunity Commission, Civil Service Commission, and Federal Labor Relations Board;
- Litigated in federal and state courts matters involving Title VII discrimination, harassment and retaliation, FMLA, Family Medical Leave Act, state employment discrimination laws, state whistleblower laws, the Fair Labor Standards Act, state wage and hour laws, and ERISA interference claims;
- Tried employment and/union EEO matters as defense verdicts;
- Enforced employee confidentiality agreements and covenants not to compete;