

### Intentionally + Different Unique 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

**Forman Watkins & Krutz labor and employment attorneys have helped clients be proactive and minimize 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 time records, personnel file and I-9 audits;
- Investigating complaints of workplace discrimination, harassment, and retaliation as well as employee wage and hour complaints;
- Guiding employers through the employment termination and discipline processes;
- Reviewing and/or drafting employment contracts, including executive employment contracts and non-disclosure, 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; Fair Labor Standard Act; Uniformed Services Employment and Reemployment Rights Act; National Labor Relations Act; and the Affordable Care Act.

#### » LITIGATION AND ADMINISTRATIVE PRACTICE EXPERIENCE

**Forman Watkins & Krutz labor and employment attorneys have successfully:**

- Handled matters before the Equal Employment Opportunity Commission, Civil Service Commission, and U.S. Department of Labor;
- Litigated in federal and state courts matters involving Title VII (discrimination, harassment and retaliation); Americans with Disabilities Act and ADA Amendments Act; Age Discrimination in Employment Act; 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 Section 1983 matters to defense verdicts;
- Enforced employee confidentiality agreements and covenants not to compete;
- Arbitrated employment matters; and
- Obtained summary judgments resulting in published opinions.