





## *What We Do (Continued)*

### UNIONS

We are experienced in conducting labor negotiations on behalf of unionized employers and advising non-union employers on lawful techniques to resist unionization campaigns.

### ERISA

We advise businesses, non-profits and their sponsored pension and health/welfare plans with respect to compliance with ERISA, the federal regulatory statute for group benefit plans.

## *How We Do It*

### COUNSEL

We understand that our role is to assist business owners deal with all the challenges they face as employers. While this often involves strategic planning and preparedness, this sometimes presents when employers face a crisis. We are experienced in working with employers to help solve problems.

### DOCUMENTS

We help employers protect themselves and improve their relationships with employees through the creation of many different types of documents. These documents include employee handbooks, employment and executive agreements, confidentiality agreements, non-compete agreements, and severance agreements. We are also frequently asked to draft specialized documents for less common situations.

### INVESTIGATIONS

Employment investigations help employers obtain the facts necessary to make the correct decisions. Investigations, when conducted properly, also may be the foundation to a winning defense against claims of workplace misconduct. We work to get employers the right information and to protect their interests.

### LITIGATION

If a business has enough employees, it will eventually find itself in litigation. Whether defending class overtime claims, allegations of harassment, or any other claim of misconduct, or asserting violations of employment agreements such as non-competes, we fight to protect our clients and ensure that their interests are advanced.

### TRAINING

While business owners and human resources professionals generally understand their legal obligations, many managers do not. This presents a problem for many businesses, since front-line managers are the most likely to have to address employee complaints and to create problems for employers. We train all employees, including managers, on compliance and how to handle the unexpected.