



LABOR AND EMPLOYMENT ATTORNEYS

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In today's workplace, there's a distinct advantage to having a legal partner with the knowledge and experience to provide sound guidance in labor and employment issues. Offit Kurman's experienced team of labor and employment attorneys is well positioned to offer a broad range of services to employers of all sizes and types – whether for-profit, nonprofit, or governmental entities – across the United States.

Our labor and employment attorneys assist employers in staying current with changes in the law and making proactive decisions regarding workplace policy and procedure. We pride ourselves in developing the type of relationships that enable you to stay focused on your core business and moving your business forward. From labor negotiations and alternative dispute resolution to wage and hour investigations and charges of wrongful termination, the labor and employment attorneys at Offit Kurman are skilled at helping to resolve the challenging workplace issues employers face every day.

We provide representation before state and federal courts, as well as administrative agencies, such as the National Labor Relations Board, the Equal Employment Opportunity Commission, the Department of Labor, and a multitude of state and local administrative agencies.

When you partner with Offit Kurman, you get timely updates on the latest laws and rulings in the ever-changing labor and employment law landscape. Our labor and employment attorneys lead national seminars regarding cutting-edge legal strategies to address today's litigious workplace. We are dedicated to helping you achieve maximum operational flexibility while minimizing your legal risk and cost.

What We Do

HANDBOOKS

Our attorneys are experienced in not only drafting handbooks, but also in using this process as a catalyst for improving employer/employee relations.

OVERTIME

We work with clients to not only mitigate the risk of and respond to overtime claims, but to educate our clients on best practices.

TERMINATION

From hiring to termination, we work with employers to ensure the safest and smoothest transition.

DISCRIMINATION

We work with clients to minimize the risk of this possibility and to address claims of wrongdoing, whether in an administrative process or in court.

HARASSMENT

We work with employers to implement training programs for both managers and all staff, investigate claims of harassment, and defend claims before administrative agencies and in court.

NON-COMPETE

We help employers implement policies and agreements related to all manner of restrictive covenants, including confidentiality, non-compete, and non-solicitation agreements.



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.