

Employment Practices Counseling: Preventive Employment Relations

Drug Testing and Employee Privacy

Several of our attorneys have extensive expertise in the myriad of constitutional and common law issues relating to drug testing and employee privacy, including AIDS-related issues. With their experience in these cutting-edge areas of employment law, our attorneys are also frequent speakers, nationally and locally. In addition to counseling clients on the implementation and development of drug testing programs and handling related litigation matters, we have developed a model drug testing program.

Human Resources Audits

For our clients, we have developed an in-house human resources audit program to help HR personnel identify potential EEO problems and initiate preventive measures before the problems occur.

Plant Closings, Retirement Programs, and Reductions In Force

We counsel employers, both large and small, on how to avoid the potential legal pitfalls associated with plant closings, voluntary early retirement programs and involuntary layoffs. Also, for our clients' benefit and use, we have developed detailed materials on the Worker Adjustment and Retraining Notification Act, the ADEA, and the Older Workers' Benefit Protection Act.

Wage and Hour Practices

We handle all types of wage and hour issues that arise under the Fair Labor Standards Act, the Davis-Bacon, Walsh-Healey and Service Contract Acts, and all other relevant federal and state statutes.

Other services include representation and counsel on:

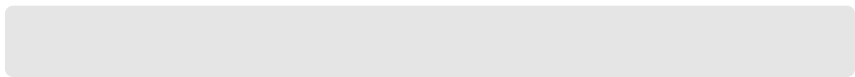
Discipline and Discharge

Employee Handbooks and Policies

Family and Medical Leave Act Administration

Hiring and Recruitment

Immigration



Independent Contractors

Performance Management

Personnel Files, Recordkeeping and Retention

Reasonable Accommodations and Disability Issues

