

Employment and Labor Law

Providing Strategic Advice and Representation to Employers

Businesses and organizations face increasing complexity in nearly every aspect of employment relations. Case law and regulations, particularly in the areas of discrimination and employee communications, are constantly changing and demand focused attention. The Employment and Labor Law Group at Dickie, McCamey & Chilcote concentrates in specific and critical areas of employment law, including regulatory compliance, contract drafting, labor law, and litigation services. We represent employers of all sizes operating across a wide range of industries, including health care, manufacturing, education, technology, and energy.

Regulatory Compliance

The most effective way to avoid litigation is to prevent it through appropriate action. The Employment and Labor Law Group assists employers in understanding and complying with relevant federal and state regulations, specifically focusing on compliance with the requirements of employment-related statutes, including Title VII, the Americans with Disabilities Act, OSHA, the Family and Medical Leave Act, ERISA and the Fair Labor Standards Act.

Our compliance programs outline policies and procedures regarding interviewing and screening processes, disciplinary procedures, employee handbooks, appropriate communications, and hiring and employment termination. In addition, extensive training to assist management and supervisors in reacting to conflicts and coaching to fully document and respond to complaints are included in our compliance programs. With the proper strategies in place, employers can work from a position of knowledge and strength, rather than vulnerability.

Contract Drafting

Contracts can be critical tools for employers, whether they are used to reinforce a decision, solidify a relationship or to protect an idea or product. The Employment and Labor Law Group works with employers to assure that their contracts properly address all aspects of the employment relationship, including hiring and promotion, and issues involving non-competition, non-solicitation and confidentiality. We regularly draft employment agreements, separation agreements, covenants not to compete, privacy agreements, and other contract documents that protect our clients' interests to the fullest extent of the law.

Labor Law

At Dickie McCamey, our attorneys have significant experience advising employers in union environments. Our team works with these clients to negotiate collective bargaining agreements, develop and implement grievance procedures and manage strikes and other crisis situations in an effort to minimize risk and limit work stoppages. We also work closely with non-unionized clients to help them maintain union-free environments by bolstering employee satisfaction and providing communication strategies. If union elections are underway, we assist employers with the development of union-free campaigns that fully comply with all labor regulations. Our Group understands that union avoidance and negotiations require a strategic and cautious approach that fully complies with the standards of the National Labor Relations Board and the State Labor Relations Boards.

Litigation Services

The attorneys in our practice are seasoned litigators with extensive experience handling employment-related issues, including contracts, labor law, compensation and benefits, and health and safety issues. In the event that

employment conflicts must go to trial, we work closely and effectively with our clients to develop and implement strategic, aggressive, and well-documented trial strategies that minimize risk and maximize outcome for the client.

To learn more about the capabilities of the Employment and Labor Law Group, contact **Kristin L. Wedell** at 216-685-1827 or kwedell@dmclaw.com.