

## RELATED ATTORNEYS

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## LABOR & EMPLOYMENT

Our labor and employment practice team provides extensive training and advice to executives and managers to ensure compliance with state and federal employment laws. The best legal advice is that which eliminates employment liability risks and avoids costly lawsuits. *We are proactive not reactive in taking steps to anticipate and resolve employment issues to minimize liability risks.*

We understand the importance of telling clients not just what the laws require. We provide practical guidance on how to comply with restrictive employment laws in ways to allow employers to effectively operate their businesses. When a lawsuit is filed we are creative and efficient in defending employers with an eye toward a swift, economical and satisfactory conclusion.

### Our Labor & Employment Services Include:

- Guidance regarding compliance with state and federal employment laws and regulations, including wage and hour laws, leaves of absence, discipline and termination of employees, layoffs and other employment issues
- Advice and counsel to management on practical steps to avoid liability for claims such as discrimination, harassment, retaliation and other wrongful termination claims
- Performance of employment audits to identify personnel policies and procedures in violation of state or federal law
- Preparation of employee handbooks to establish and enforce employment policies and procedures to minimize employment disputes
- Sexual harassment and other management training programs for management
- Preparation of employment contracts
- Defense against wage and hour, discrimination, harassment and retaliation claims and other employment claims in state and federal courts, and in administrative proceedings