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Labor & Employment Law

Work isn't what it used to be. During the last twenty-five years, government regulations, an ever-changing economy, the computer revolution and a new entrepreneurial spirit have transformed our whole idea of what a job means. What used to be a simple contract for hire has become a universe of choices – with both risks and opportunities.

Chamberlain Hrdlicka understands this era of new choices in the workplace and we are ready with an integrated approach to help you deal with them. From executive stock and bonus plans, to hourly dispute resolution plans, our broad experience helps companies answer questions in these areas of the law. Our background in tax matters is the foundation for us to unravel the maze of government regulations and develop effective employee benefits programs for our clients. Similarly, our experience in litigation serves as the base for our results-oriented labor relations practice.

A common theme runs through our work in these areas: we specialize in representing employers in protecting their interests. We understand the work that goes into creating and maintaining a productive workplace, and we have the skills to help keep a company operating at peak efficiency.

Making Your Labor Relations Work

Who owns the workplace? At Chamberlain Hrdlicka, we stand with business owners as they seek to provide a stable, productive and profitable environment not just for themselves, but also for their workers. We represent the full range of employers. Our labor experts handle state and federal administrative and court proceedings at the trial and appellate levels. We have a strong background in employment discrimination, benefits, and wrongful discharge litigation. A growing area of our practice involves “preventive medicine.” We carefully review a client’s employment policies – and identify ways to ward off potential problems under the labor and discrimination laws.

Areas of Expertise

- Representation before governmental agencies such as the EEOC, NLRB and the Department of Labor
- Review of employee handbooks and establishing personnel policies and procedures
- ERISA and benefits litigation
- Advice to employers on:
 - Employment discrimination
 - Sexual harassment
 - Termination of employees

Labor & Employment Law, *Continued*

- Civil rightsADA
- ADEA
- FMLA
- Negligence in the workplace
- Worker's compensation
- ERISA
- Wages and overtime
- Safety compliance
- Covenants not to compete

