
One Lafayette Centre
300 South Tower
1120 20th Street, NW
Washington, DC 20036
Tel: 202.457.1600
Fax: 202.457.1678

77 South Washington Street
Suite 304
Rockville, MD 20850
Tel: 301.340.0450

8300 Boone Boulevard
Suite 500
Vienna, VA 22182
Tel: 703.522.1330

111 South Calvert Street
Suite 2700
Baltimore, MD 21202
Tel: 410.385.5343
Fax: 410.385.5201

www.jackscamp.com

EMPLOYMENT LAW PRACTICE GROUP

Our lawyers regularly handle a wide variety of employment law issues. Our clients have come to expect that when they call us with a personnel problem, we will respond promptly. Clients especially appreciate the relationship they develop with our attorneys. Managers trust us to assist them in devising and implementing cost effective strategies that will reduce their risk of liability and at the same time help them meet legitimate business objectives.

Our Employment Law Practice services are broadly grouped into three areas: Counseling, Training, and Litigation.

We have substantial experience in counseling and representing clients in many areas of employment law including:

- Affirmative action compliance
- Age Discrimination in Employment Act
- Alternative dispute resolution
- Americans with disabilities act
- C.O.B.R.A. issues
- Discrimination
- EEO compliance audits
- Employee discipline and termination
- Employee handbooks
- Employment contracts
- Executive compensation
- Family and medical leave act
- Internal investigations
- Non-compete and related restrictive covenants
- OSHA violations
- Personnel policies
- Reductions-in-force
- Unlawful harassment
- Wage and hour law
- Wrongful termination suits

Counseling

The sheer number and complexity of laws governing the employment relationship, coupled with the dynamics of today's non-static and diverse workforce require employers to consider the risk of liability arising from almost every decision that involves an employee. Our attorneys provide counsel on issues related to:

- Mergers and acquisitions and related employee liabilities
- FMLA rules and regulations
- Overtime compensation requirements
- EEO audits
- Wrongful termination
- Unlawful discrimination
- Employee handbooks and personnel manuals

Our Employment Law Practice works with our clients to find the most cost-effective way to reduce the risk of liability through tailoring compliance audits and partnering, where possible, with in-house counsel.

Training

Attorneys in our Employment Law Practice Group have substantial experience in designing and conducting training seminars for clients. Our informative and interactive seminars have included many subjects, including:

- Avoiding sexual and other unlawful harassment
- Wage and hour requirements
- Recruitment and hiring
- Promotion, discipline, and termination
- Compliance with the Family and Medical Leave Act
- Reasonable accommodations under the Americans with Disabilities Act

Our training programs provide practical, readily applicable answers to the most frequently asked questions. Role playing and hypothetical questions are frequently used to stimulate active participation by employees. At the request of clients we have developed multi-discipline training programs that incorporate the expertise of professional communications coaches and consultants skilled in team building. A multi-disciplinary approach can be particularly helpful where individuals may know what the law requires, but modification of behavior patterns requires additional coaching or improved interaction with groups.

Litigation

Members of the Employment Law Practice Group, working closely with the Litigation and Trial Practice Group, litigate employment disputes in federal and state courts as well as numerous administrative tribunals. Jackson & Campbell attorneys regularly represent clients before the Equal Employment Opportunity Commission (EEOC), and state and local fair employment practice agencies. We represent clients in a wide variety of claims including:

- Americans with Disabilities Act
- Breach of Covenants Not to Compete and Other Restrictive Covenants
- Breach of Employee Privacy Rights
- Breach of Employment Contract
- C.O.B.R.A.
- Civil Rights Act of 1991
- Common Law Intentional Tort Claims (Defamation, Intentional Infliction of Emotional Distress)
- Common Law Negligence Claims (Negligent Hiring)
- Drug Testing
- E.R.I.S.A.
- Fair Labor Standards Act
- Family and Medical Leave Act
- Non-Compete and Other Restrictive Covenants
- Portal-to-Portal Act
- State and Federal Child Labor Laws
- Title VII Discrimination
- Violence in the Workplace
- W.A.R.N. Act
- Wrongful Discharge