JACKSON&CAMPBELL

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PRACTICES

Business Law

Employment Law

General Litigation & Trial Practice

Insurance Coverage

Professional Responsibility

Real Estate

Tax Law

Trusts & Estates

EMPLOYMENT LAW MEMBERS

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Employment Law

Overview

Given the somewhat unique attributes of employment law problems, an attorney must respond immediately when a client calls with a personnel issue. Jackson & Campbell, P.C.'s employment law clients have come to expect that level of support when they request legal guidance. Employment 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. A central feature in the success of this practice group is the relationship of trust and confidence that our clients develop with our attorneys and our ability 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. Our Employment Law Practice Group services are broadly grouped into three areas: counseling, litigation, and training.

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.

At Jackson & Campbell, our attorneys provide counsel in many areas of employment law including:

- Affirmative action compliance
- Age Discrimination in Employment Act
- Alternative dispute resolution
- Americans with Disabilities Act (ADA)
- Consolidated Omnibus Budget Reconciliation Act (COBRA) issues
- Discrimination
- Employee discipline and termination
- Employee handbooks and personnel manuals
- Employment contracts
- Equal Employment Opportunity (EEO) compliance audits
- Executive compensation
- Family and Medical Leave Act (FMLA) rules and regulations
- Internal investigations
- Mergers and acquisitions and related employee liabilities
- Non-compete and related restrictive covenants
- Occupational Safety and Health Administration violations
- Overtime compensation requirements

- Personnel policies
- Reductions-in-force
- Unlawful discrimination
- Unlawful harassment
- Wage and hour law
- Wrongful termination suits

LITIGATION

Members of the Employment Law Practice Group, working closely with the General Litigation & Trial Practice Group, when litigating employment disputes in federal and state courts and in numerous administrative tribunals. We represent clients in a wide variety of claims including:

- ADA regulations
- Breach of covenants not to compete and other restrictive covenants
- Breach of employee privacy rights
- Breach of employment contract
- COBRA regulations
- Civil Rights Act of 1991
- Common law intentional tort claims, such as: defamation, intentional infliction of emotional distress
- Common law negligence claims (negligent hiring)
- Drug testing
- Employment Retirement Income Security Act
- Fair Labor Standards Act
- FMLA regulations
- Non-compete and other restrictive covenants
- Portal to Portal Act
- State and federal child labor laws
- Title VII of the Civil Rights Act of 1964 discrimination
- Violence in the workplace
- Worker Adjustment and Retraining Notification Act of 1988
- Wrongful discharge

TRAINING

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

- Accommodations under ADA regulations
- Compliance with FMLA regulations
- Promotion, discipline, and termination of employees
- Recruitment and hiring
- Sexual and other unlawful harassment
- Wage and hour requirements

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 and attendees in training sessions.

EMPLOYMENT LAW (CONTINUED)

Additionally, 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. This 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.