

LABOR, EMPLOYMENT & EMPLOYEE BENEFITS

We view ourselves as an **extension of your management team**. Our attorneys regularly partner with executives and human resource professionals to work through all aspects of the employment relationship including hiring, contracts, handbooks, policies & procedures, compensation, benefits, leaves of absence, health & safety, internal investigations, discipline & documentation, and severance packages & termination.

We are your advocates. Our litigation team regularly defends employers in discrimination, wrongful termination, compensation & benefits matters, and other workplace-related claims pending at the State and Federal levels. We work with our clients to resolve issues in a timely and cost-effective manner.

Our attorneys **provide on-site training programs** for managers and supervisors dealing with handling harassment issues, EEO/diversity, ADA/FMLA compliance, workers compensation, employee evaluation, documentation, discipline, and discharge, workplace investigations, remedial programs and workplace mediation.

We represent a wide variety of public and private companies in all phases of **collective bargaining and union relations**. Our team works with your team to strategize and prepare responses to organized campaigns, mediation and fact-finding, grievance processing, and arbitration.

We make sure clients are in **regulatory compliance** with new and updated state and federal employment laws regarding wage and hour and payroll matters, drug testing, whistleblowers, OSHA, employment discrimination, affirmative action plans, equal pay disputes, posting and record-keeping requirements, and more.

Our **executive compensation & benefits** attorneys have a wide range of experience and expertise. We work with clients to design compensation plans, "golden parachute" provisions, bonus agreements, stock-based compensation arrangements such as ESOPs, restricted stock, and stock options. We also provide guidance on tax-sheltered annuity programs, health insurance, medical reimbursement plans, "cafeteria" plans, and dependent care assistance programs. Our **ERISA** practice is not only focused on working with clients to develop and manage pension, profit sharing and 401(k) plans, but also, retroactively address issues that arise over time creating a liability for the employer.

We work closely with the firm's **Workers' Compensation** Practice Group on questions regarding the reinstatement rights and benefits available to employees with work-related injuries.

As a **value add**, we regularly host client seminars to address the latest

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regulations or issues affecting the workplace. Our Labor, Employment & Employee Benefits team also distributes weekly e-Alerts to provide our viewpoint on the latest hot topics impacting employers. If you are interested in receiving these alerts, please send us an email at employment@devinemillimet.com.