

## PRACTICE CONTACT

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## EMPLOYMENT LITIGATION

Our lawyers have helped many clients whose labor and employment issues have resulted in litigation. We have defended our clients in federal and state courts and in federal and state administrative enforcement proceedings across the country against all kinds of labor and employment claims, ranging from individual lawsuits under statutes like the Americans with Disabilities Act, to complex, high-risk class actions asserting wage and hour or discrimination claims. Our attorneys have employment litigation experience in the following areas, among others:

- State and federal claims of discrimination involving Title VII, the Americans with Disabilities Act (ADA), and the Age Discrimination in Employment Act (ADEA)
- The California Labor Code
- Sexual harassment
- Wrongful discharge
- Retaliatory discharge
- Federal and state claims of wage and hour violations, including the Fair Labor Standards Act (FLSA)
- Family and Medical Leave Act (FMLA)
- Safety and health violations
- Various employment-related tort actions
- Contract disputes
- Non-competition covenants
- ERISA and employee benefits
- Worker Adjustment and Retraining Notification (WARN) Act
- Uniformed Services Employment and Reemployment Rights Act (USERRA)
- Various constitutional claims
- Affirmative action
- Reductions in force
- Internal investigations

In these engagements, our lawyers use thorough research, creative thinking, and careful factual development to maximize the prospects for successful results. We also have a strong track record of successfully resolving lawsuits through mediation and other alternative dispute resolution methods. Our lawyers have the experience to put the defense of any employment lawsuit in its proper perspective, viewed from the standpoint of our clients' fundamental interest in building and maintaining strong, dynamic relationships with their workforces.

Our employment litigation practice is national in scope. We represent all types of companies and entities, from Fortune 500 corporations to state and public entities and local businesses. Our employment litigation clients include L Brands, Inc., Abercrombie & Fitch Co., Eaton Corp., Stanley Steemer International Inc., Honda of America Mfg., Inc., and Queen City

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MedMart, among many others.