

Labor & Employment

Labor is a business' most valuable resource. Subject to ever-evolving and often overlapping federal and state laws, facing broadening classes of protected workers and an increase in retaliation and other worker claims, it has never been more important for employers to assure that their policies and practices are legally compliant and their liability risk is minimized.

Attorneys in Best Best & Krieger LLP's (BBK) Labor & Employment practice group provide comprehensive guidance to employers. From resolving day-to-day employment issues through establishing policies, and providing training and litigation defense, we help employers stay focused on productivity, avoid workplace disruptions and reduce the risk of costly litigation.

Our attorneys represent both public and private clients, including private colleges, community colleges, schools, for-profit and nonprofit businesses, special districts, cities and all types of public agencies.

Comprehensive Services

BBK Labor & Employment attorneys advise on and represent clients regarding:

- Employee Benefits & Executive Compensation
- Labor & Employment Litigation
- Labor Negotiations & Other Union Matters
- Public Agency and Private Sector Compliance

- Wage & Hour Law and Workplace Safety
- Workplace Accommodations (disability, medical leave, other leaves of absence)
- Investigations

Foresight to prevent workplace disruptions and mitigate litigation risks

Discipline & Terminations

We conduct initial investigations and evaluate evidence supporting discipline, review the consistency and appropriateness of disciplinary measures, prepare all required notices, represent employers in due process hearings, and defend them in administrative hearings, litigation and judicial appeals. We have appeared on behalf of clients in proceedings before the Civil Service Commission, the Public Employment Relations Board and the Office of Administrative Hearings, in arbitration hearings, and in matters before personnel commissions, personnel committees and public agency boards.

Discrimination, Harassment & Retaliation

Our attorneys advise employers on how to respond to allegations of unlawful discrimination and



harassment in the early stages of a complaint to help avoid claims landing in court. We conduct investigations and defend clients against such allegations in state and federal courts and before administrative agencies. Further, we provide harassment and discrimination avoidance training to supervisors and provide guidance of best practices for handling claims when they arise.

Employment Policies & Agreements

BBK attorneys advise on, draft and negotiate employment agreements, and compensation, employee pensions and benefits terms. Further, we assist with labor-related issues and offer counsel regarding all facets of municipal law, special districts, and fire department, police and educational institution-related matters.

Labor Negotiations & Other Union Matters

We assist in the collective bargaining process, handle labor and union contract negotiations, impasse procedures, grievance and arbitration proceedings, union representation proceedings and

unfair labor practice charges before local, state and federal agencies.

In-House Training

Recognizing that risk avoidance is the best strategy, BBK attorneys provide training for HR professionals, managers and supervisors. We also assist in establishing, implementing and enforcing best practices and employment-related protocols regarding issues such as hiring and firing, workplace safety, disability accommodations, worker and manager discipline, and discrimination, harassment and retaliation allegations.

Our attorneys also provide advice on compliance with state and federal laws, such as Title VII, the Fair Employment and Housing Act, the FLSA, the ADA, federal and state family leave laws, and the Worker Adjustment and Retraining Notification Act.

Further, we stay current on legal developments and keep our clients informed with regular updates on labor and employment laws and cases.



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