

Employment and Labor

EMPLOYMENT LITIGATION

Employers may find themselves involved in litigation despite adequate training and adherence to current employment laws.

Given today's complicated and ever-evolving web of statutes and regulations, claims related to discrimination, wrongful discharge, ERISA, OSHA, wage and hour disputes and many other causes of action can arise at almost any time and despite an employer's best efforts at compliance.

Critchfield's employment law litigators have decades of experience in guiding clients through turbulent times, having represented businesses and business owners in both state and federal courts and before numerous government agencies. We have an established record and reputation for providing our clients with a staunch defense and a winning strategy, often successfully ending litigation through summary judgment or a settlement consistent with our client's goals.

Significantly, Critchfield is always mindful of a client's bottom line, so our litigators are also well versed in the use of alternative dispute mechanisms, including arbitration and mediation, to avoid the expenses of litigation. We're ready to provide an unwavering defense of our clients —both inside and outside the courtroom.

The scope of our employment litigation practice includes matters related to:

- Civil rights and discrimination
- Breach of contract
- Wrongful discharge
- Covenants not to compete
- Confidentiality agreements
- Trade secrets
- Wage and hour
- Workers' compensation
- Defamation
- ERISA
- OSHA
- Whistleblower claims

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