



Employment and Labor

## POLICY DEVELOPMENT AND WORKPLACE TRAINING

One of the most common precursors to employment litigation is a failure to comply with current employment-related statutes and regulations—and there are many of them—including the Family and Medical Leave Act, the Americans with Disabilities Act, the Fair Labor Standards Act, and many, many more at both the state and federal levels.

The development (and regular review) of workplace policies and the implementation of related training is an employer's best chance to avoid lawsuits originating with employees and former employees. We help clients avoid employment litigation by crafting clear, concise workplace policies and training management personnel to ensure that the policies are understood, implemented properly, and applied fairly.

Our scope of services includes drafting policy manuals that comply with all necessary statutes and regulations, drafting and interpreting employment agreements and restrictive covenants, ensuring compliance with wage and hour laws, assisting companies in the management of reductions-in-force and employee restructurings, plant closings, and buyout and incentive programs, and directing internal corporate investigations into serious employee misconduct.

Our attorneys also provide regular updates on changes to workplace laws and regulations through our website, social media, and directed email communications to subscribed clients.

### ATTORNEYS

SUSAN E. BAKER

ROBERT C. GORMAN

KIMBERLY L. HALL

SHANNON E. KREUER

LYNDESEY N. KROWNAPPLE

TRICIA L. PYCRAFT