

# WILLIAMS PARKER

## HARRISON DIETZ & GETZEN

ATTORNEYS AT LAW  
EST. 1925

### LABOR & EMPLOYMENT

Our labor and employment attorneys advise employers in both the public and private sectors across virtually all industries. Representation includes defense litigation, risk management, workplace policies, and traditional labor law issues, and we regularly practice before federal, state, and local administrative agencies and in federal and state courts. As the complexity of labor and employment law has increased, the knowledge, diverse backgrounds, and wide range of experience of our attorneys allow us to remain ahead of emerging and changing laws. Our goal is to provide clients with the highest quality and cost-efficient representation to achieve their objectives.

We help employers avoid labor and employment claims and minimize litigation liability by providing preventive daily advice and periodic formal training, preserving management's right to operate its business. We conduct employment audits to expose and address areas of risk before they become legal claims, and we offer training seminars to educate managers and supervisors about human resources risk management and workplace issues. Our attorneys draft and review employment policies to ensure legal compliance. We also help managers handle hiring, discipline, layoff, and termination decisions; respond to internal complaints; and address other high-risk situations. If litigation is unavoidable, our labor and employment litigators provide complete representation at all stages. We respond to administrative charges, participate in administrative investigations and hearings, conduct discovery, file appropriate motions and responses, and advocate for the clients' interests in mediations, arbitrations, motion hearings, trials, and appeals.

Additionally, we collaborate with and leverage experienced attorneys across multiple areas, including corporate, M&A, finance, taxation, succession planning, real estate, and healthcare to provide effective, integrated legal services. Our membership in Ally Law, an international network of law firms, allows us to address client needs wherever they arise.

#### **Areas of experience include:**

- Discrimination and harassment
- Wage and hour
- Accommodation and leave
- Whistleblower and other retaliation
- Workplace violence
- Occupational safety and health
- Restrictive covenants / non-compete agreements
- Traditional labor relations and union matters
- Drug and alcohol policies and testing
- Unemployment compensation
- Public sector employment
- Professional employer organizations (PEOs) / employee leasing