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Employment Law

**FordHarrison’s legal practice focuses solely on employment law and litigation, labor relations, employee benefits and executive compensation, and business immigration. Management consulting services, provided under the auspices of F&H Solutions Group,**

**enhance our offering.**

With four offices, including four affiliates nationwide, and attorneys licensed in almost every state, Ford Harrison can effectively and efficiently defend employment litigation matters across the country. Our attorneys advise clients on all matters affecting the employment relationship including recruitment, hiring, retention, discipline and discharge.

Employment Litigation

The proliferation of state and federal laws creating employee rights has prompted an increasing number of lawsuits. Clients expect and deserve quality litigation services that are delivered efficiently and cost-effectively. Ford Harrison lawyers advise and represent clients in all employment litigation matters, including discrimination, harassment, retaliation, employee discipline and termination, negligent hiring and Worker Adjustment and Retraining Notification Act (WARN) claims.

Our litigators are trial lawyers admitted to practice in state and federal courts, including the United States Supreme Court. Collectively, these attorneys have successfully tried many cases before juries and judges nationwide. Our trial lawyers represent management at all stages of employment disputes, including hearings, trials and appeals, at both the federal and state levels. Ford Harrison also represents public-sector clients before civil service boards and other administrative entities.

In addition to representing management in employment disputes, our attorneys represent clients in ERISA and business litigation. We litigate such matters as employment contracts, trade

secrets, unfair competition, covenants not to compete and defense of claims under employee

welfare benefit plans.

The firm has significant experience in class action litigation. Our attorneys have an excellent

record of defeating class certification in cases where FordHarrison has defending class action lawsuits translates into significant cost savings and victories for our clients.

Preventing protracted and costly litigation is an overriding goal, and FordHarrison attorneys are leaders in achieving results through preventive strategies. Our alternative dispute resolution practice is a natural adjunct to our litigation services.

Administrative Hearings

With our geographic coverage, our firm is familiar with all of the local EEOC offices and state Fair Employment Practices offices before which our clients appear. We have strong relationships with the attorneys and investigators in those offices. These relationships bode well for our clients as we continue to build our brand around these guidelines to help our clients.

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Counceling

The relationship between employers and employees is highly regulated and is becoming more

so with the enactment of complex laws and the issuance of far-reaching court decisions.

FordHarrison routinely advises clients on all matters affecting the employment relationship,

including recruitment, hiring, retention, discipline and termination issues. Our practical day-today

advice is geared toward helping clients achieve their operational and human resources goals while reducing the potential for disputes and lawsuits. Specifically, the firm’s counseling expertise includes the following:

* Designing policies and practices that are consistent with our clients’ philosophies and business goals, and minimizing the risk of successful claims;
* Constantly and quickly advising clients, through regular “alerts” and “updates,” on important new cases in every jurisdiction as well as changes in employment laws;
* Evaluating employment vulnerabilities through personnel audits and reviews of policies and handbooks;
* Training management and rank-and-file employees in areas such as harassment, discrimination, retaliation, discipline and discharge:
* Assisting clients on day-to-day employment issues, such cd as hiring, firing, discipline and leave;
* Developing and helping to implement Affirmative Action Plans.

Labor Relations

We continue to face the potential for dramatic changes in our nation’s labor relations climate. The current administration will continue to look for ways to make pro-labor changes in positions of the National Labor Relations Board, and to help labor reverse a 50-year slide in union membership. Additionally, a newly energized labor movement with aggressive new leaders has promised to contribute the money and the manpower to bring about these changes.

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Labor Relations

Employee benefits programs are a crucial part of any employer’s human resources strategy; they can also affect its strategic position in the marketplace. FordHarrison LLP’s employee benefits group has assisted numerous public and private employers, including many Fortune500 corporations, with their compensation and benefit plans. FordHarrison LLP’s employee benefits group has assisted numerous public and private employers, including many Fortune500 corporations.