



Employment & Labor

*Helping Clients
Navigate the Employment
Law Maze*

**STRADLEY
RONON**

Our Practice

Stradley Ronon attorneys work closely with businesses to foster trouble-free relationships and avoid disputes with employees, unions and government authorities. Drawing from our depth of both legal and practical experience, we offer custom solutions tailored to each individual workplace. We counsel businesses on how to avoid employment-related issues before they arise. At the first sign of a problem, our clients receive practical, step-by-step advice on how to manage the situation. If a dispute does arise, our lawyers are there at every stage — from investigation to negotiation and, if necessary, litigation.

Our attorneys recognize that employment issues often strike at the core of a business. To meet our clients' objectives in a cost-effective way, we fully assess the situation from all angles to keep each client's unique business considerations at the forefront of our analysis.



Your Issues

- Restrictive covenant litigation
- Wage and hour compliance and litigation
- Employee discipline and terminations
- Employment agreements
- ERISA
- Non-competition, non-solicitation and confidentiality agreements
- Family and Medical Leave Act
- Stock plans, phantom equity and other management incentives
- Manuals and handbooks
- Employee privacy
- Cybersecurity and data breaches
- OSHA
- Social media
- Litigation in federal and state courts
- Workplace investigations
- Human resources policies
- Class actions and collective actions
- Employee disabilities and reasonable accommodations
- Workplace violence
- Drug and alcohol testing
- Employment advice related to mergers and acquisitions
- Governmental investigations
- Managing employee benefit plans and practices
- Union avoidance campaigns and elections
- Collective bargaining agreements and unfair labor practices
- Background checks
- Mass layoffs and WARN compliance
- Independent contractors
- Integration of benefit plans following a merger or acquisition
- Whistleblower claims

YOUR WORKPLACE

NEGOTIATED

a \$2.2 million settlement in favor of a publicly traded company in an unfair competition/restrictive covenant lawsuit

SECURED JURY VERDICTS

on behalf of a regional transportation authority against employment discrimination and civil rights claims brought by former employees

DEFENDED AND SUCCESSFULLY RESOLVED collective action against a hospital involving classwide overtime compensation claims under the FLSA

OBTAINED complete defense verdict and recovered all legal fees on claims lodged by a public company against its former president for fraud and breach of an acquisition agreement

INVESTIGATED, as an independent investigator, claims of sexual harassment alleged against a high-level executive of a business consulting firm

SECURED relief from IRS disqualification of a 401(k) plan that had impermissibly excluded part-time employees from plan eligibility

Resolution of Disputes

Our attorneys resolve disputes before federal and state courts, administrative agencies, and arbitration panels. We regularly represent employers in litigation, arbitrations, mediations, class-action suits, unfair labor practice hearings, and administrative proceedings before the Equal Employment Opportunity Commission, the Department of Labor and other governmental agencies.

Cooperative Approach to Preventive Counseling

Stradley Ronon attorneys work together with clients to prevent employment-related problems. We not only address complex issues like FLSA, FMLA and ADA compliance, but also assist with everyday questions regarding hiring and firing, employee discipline, and benefit plans. We frequently draft and review employee policy manuals, handbooks, employment applications, contracts and other materials and advise clients on sound employment practices, working conditions and procedures.

The Changing Workplace

We actively advise clients on modern strategies for a changing workplace. We anticipate trends in the workplace and recommend policies and procedures to address novel issues, including contingent workforces, the proliferation of social media and other

electronic communications, and the increased use of alternative dispute resolution agreements.

Keeping Clients Informed

Our lawyers regularly conduct on-site training and presentations and work with clients to develop “best practices,” all designed and customized to address the unique needs and concerns of each workplace. We also keep clients apprised of important developments in employment and labor law through our monthly NewsFlashes, which explore relevant topics and offer practical advice without legalese. These NewsFlashes are delivered to client subscribers by email and are available online at www.stradley.com/employmentlaw.

The Stradley Difference

Stradley Ronon offers uniquely balanced client service, providing the sophistication and international reach our clients require while maintaining the personal, client-focused attention of a midsize firm.

Our Worldwide Network

Our clients gain access to a worldwide network of lawyers without having to sacrifice responsiveness or individualized attention. As a member of Meritas, Stradley Ronon is affiliated with pre-qualified, quality, independent law firms throughout the United States and around the globe, covering



more than 85 countries, and in approximately 115 U.S. cities spanning all 50 states. Through Meritas, our attorneys are able to secure jurisdiction-specific employment guidance and assist our clients on other legal and business issues, almost anywhere our clients have needs. Meritas law firms are deeply rooted in their local markets, with a depth of experience in their jurisdictions laws and business customs and valuable relationships within their local business communities. Through the worldwide reach Meritas affords us, we are uniquely positioned to provide our clients with seamless, cost-effective and quality services no matter where their business may take them.

We get results for clients in numerous industries, understanding what matters to each client's business.

GUIDED a global consumer products company in the downsizing of its U.S. workforce, including the termination of thousands of employees across numerous facilities

ENJOINED a company marketing director in the materials industry from continuing to work for a direct competitor and secured the return of highly sensitive and proprietary business information

COUNSELED a regional health care institution — in a general employment counsel capacity — on a variety of day-to-day employment issues

DEFENDED financial brokerage companies against employment claims in court and before FINRA and obtained a multimillion-dollar award in an employment-related unfair competition dispute

REPRESENTED a national manufacturing company in a federal and state investigation of wage and overtime practices

PREVAILED at jury trial in defending against discrimination and retaliation claims asserted against an educational institution by its former director

For more information on our Employment & Labor Practice, visit www.stradley.com/employmentlaw.



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ABOUT STRADLEY RONON

For more than 90 years, Stradley Ronon has helped private and public companies – from small businesses to Fortune 500 corporations – achieve their goals. With eight offices and more than 200 attorneys, Stradley Ronon is proud to help companies manage their legal challenges and grow their businesses.

www.stradley.com

LOCATIONS

Pennsylvania
Washington, D.C.
New York
New Jersey
Illinois
Delaware



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