

Labor, Employment, & Immigration

No matter your industry or business model, navigating the myriad of employment and labor laws is crucial to your success.

Our attorneys understand that minimizing risks and maximizing opportunities within a business are critical to the client's bottom line. We strive to act as a driving force in workplace law, helping clients achieve their business goals.

The attorneys in Howard & Howard's labor, employment, and immigration practice draw from their experience as in-house counsel, human resources/labor relations representatives, and business leaders to guide clients through the employer-employee relationship. Our team provides counsel on a range of topics including:

- Hiring, interviewing, employment applications, and offer letters
- FCRA compliance, credit and criminal background checks, and pre-hire investigations
- Employment contracts and arbitration provisions
- Non-competition, non-solicitation, and trade secret protections
- Employment handbooks, policies, and protocols
- FMLA and ADA leave and reasonable accommodations
- Compensation and FLSA compliance including employee classification
- Employee benefits including PPACA, COBRA, ERISA, and HIPAA requirements
- Retirement incentive programs
- Performance improvement plans, disciplinary actions, termination letters, and severance agreements
- Plant closings, layoffs, and reductions in force
- Affirmative action and EEOC compliance
- Design and implementation of risk management programs
- Independent investigations
- HR training and workshops for supervisors and managers

When employee disagreements turn into formal disputes, we empower our clients to negotiate from a position of strength. If dialogue and negotiation do not resolve the dispute, we aggressively defend, try, and arbitrate cases across the country. Howard & Howard attorneys also provide strategic and effective representation before the U.S. Equal Employment Opportunity Commission, National Labor Relations

Board, and state civil rights and employment relations agencies. We pursue and defend our clients' interests in actions involving:

- Sexual harassment and hostile work environment claims
- Discrimination based on race, gender, sexual orientation, disability, age, religion, national origin, or any other protected status
- Violations of the FMLA, Equal Pay Act, ADA, OSHA, and other federal and state statutes
- Workforce reductions, layoffs, and related WARN Act obligations
- Wage and hour violations including FLSA and state overtime laws
- Breach of employment contracts including non-compete and non-solicit agreements
- Wrongful discharge
- Whistleblower retaliation
- Employee class actions

Traditional labor law is an area unto itself; a distinct niche within employment law. Our attorneys represent both public sector and private sector employers on labor relations matters, such as:

- Collective bargaining agreements
- Grievances and employment arbitrations
- Union avoidance
- Union elections
- Unfair labor practice charges
- Work stoppages
- Unit clarification petitions

Like labor law, immigration is a discrete area of employment law in which Howard & Howard boasts substantial skill and experience. Identifying and onboarding foreign workers are critical for many companies. Our immigration law attorneys assist employers with:

- Complying with I-9 obligations and federal and state E-Verify requirements
- Obtaining permanent residency for foreign personnel to work in the U.S.
- Obtaining nonimmigrant visas including United States-Mexico-Canada Agreement visas, L-1 nonimmigrant visas for intracompany transferees, E visas for treaty traders and investors, and H-1B temporary skilled worker visas
- Obtaining naturalization to U.S. citizenship
- Obtaining visas for employees' dependents

We understand that unpredictable and urgent questions arise; we also understand that you rely on dependable and timely strategic solutions. To achieve your goals, we actively partner with your human resources and legal teams to learn your business, your practices, and your priorities, and to provide cost-effective solutions on *your* timeline.