Kilpatrick

Employment Litigation & Class Actions

Measured Approach

Every employment dispute presents its own challenges. Our team draws upon decades of experience to determine the right course of action, assessing whether litigation is the proper approach or if mediation, arbitration, or settlement will produce the best results for our clients. When litigation is the only path, we continuously communicate with our client to define best outcomes and effectively monitor costs, as well as legal and reputational risks. Across the country, we have defended more than 100 employment-related class actions, as well as many hundreds of single plaintiff suits.

Reach

Solid Defense

Our attorneys won one of the earliest wrongful discharge cases in the U.S. and continue to successfully defend clients in cases involving various types of alleged employer misconduct, including defamation, retaliation, and harassment. We have defended against both classwide and individual claims of discrimination based on race, sex, national origin, disabilities, and age, as well as claimed violations of state and federal laws regarding the payment of wages and benefits to employees and allegedly misclassified independent contractors.

Approach

Pushing Back

We have defended class action cases brought under Title VII, the Age Discrimination in Employment Act, ERISA, the Americans with Disabilities Act, the Workers Adjustment and Retraining Notification Act (WARN), and the employment discrimination laws of many states. We have also represented employers in numerous actions filed under the Fair Labor Standards Act (FLSA) and state wage and hour statutes by plaintiffs seeking to represent a class of employees and against single plaintiffs alleging employment-related claims in federal and state courts in virtually every one of the lower 48 states. In many of these cases, we defeated, limited, or avoided class certification, removing most if not all of the potential defense costs and liability from the civil action.

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