Kilpatrick

Employment Counseling

Strong Relationships

A focus on treating employees with respect and sensitivity and in accordance with the law is key to avoiding employment claims, including litigation. Our attorneys counsel clients on EEO law, affirmative action issues, wage and hour law, traditional labor, and occupational safety and health matters. We help our clients establish policies and practices that foster strong employee relations, protect critical assets, meet staffing needs, and comply with all relevant regulatory frameworks.

Reach

Informed Decisions

We provide solid support in the following areas:

- **Equal Employment Opportunity.** By engaging in periodic reviews and updates of employee handbooks, policies, and work rules, companies can keep charges of discrimination to a minimum. We assist in establishing and updating policies on a wide range of topics, including sexual harassment, the Family and Medical Leave Act, The Uniformed Services Employment and Reemployment Rights Act, and the treatment of employees with disabilities.
- **Affirmative Action & OFCCP Compliance.** For companies doing business with the federal government, we provide critical advice in drafting and reviewing affirmative action plans, advising employers regarding the requirements of the Office of Federal Contract Compliance Programs (OFCCP), and handling OFCCP audits.
- **Wage & Hour Compliance.** We advise on requirements of state and federal laws relating to overtime compensation, payment of wages, pay for work breaks, restrictions on child labor, and hours of work. Our attorneys also perform audits and defend employers in wage and hour-related litigation.

Approach

Charting A Course

Large organizational changes, such as reductions in force (RIFS), corporate reorganizations, and headquarters moves can have major domestic and international implications on the labor and employment front. We counsel U.S. and multinational clients on structuring RIFS to minimize liability under antidiscrimination statutes, providing strategic advice on the structure, timing, communication, and implementation of major corporate reorganizations and relocations.

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