

Labor and Employment Law

Providing Strategic Guidance and Representation in Labor and Employment Law Matters

The Labor and Employment Law practice at Kaufman Dolowich represents the business and insurance communities in all facets of employment and workplace issues from employment practices liability defense to traditional management-labor matters. Kaufman Dolowich labor and employment law practitioners are known on a national level for delivering superior legal counsel that meets the individual needs and demands of our clients. Our lawyers become part of the fabric of the companies we serve, taking the time to fully understand how our clients' organizations operate and the complex legal and business challenges they may be facing.

Responsiveness and innovative solutions are the hallmarks of our practice. When challenging employment law and workplace issues arise, companies across the United States rely on our labor and employment attorneys to provide the strategic guidance necessary to effectively and efficiently defend or resolve the matter. Kaufman Dolowich's success is due in part to the close relationships we forge with our clients. In our view, our role is to serve both as legal counselors and business partners with every client.

We offer a national labor and employment law practice with top-tier attorneys who are well-positioned to deliver counsel in all types of employment-related matters including:

- **Americans with Disabilities Act Compliance and Defense.** We provide comprehensive ADA compliance and defense services, assisting businesses in meeting ADA requirements and defending against accessibility claims for both physical locations and websites. Our experienced attorneys handle individual and class-action lawsuits, offer compliance audits, and develop cost-effective strategies to mitigate future risks.
- **Class and Collective Action Defense.** Labor and employment class and collective actions, particularly wage and hour disputes, are complex, high-stake matters. Our lawyers are particularly skilled in managing and defending these challenging cases at every phase of the legal process. When class and collective actions arise, we focus on protecting our clients from exposure and work to reach a prompt and favorable resolution.
- **Wage & Hour Compliance and Litigation.** Kaufman Dolowich frequently represents companies confronted with investigations and compliance audits by the Department of Labor and its state law agencies' equivalents. Our attorneys prepare companies for audits, advise clients during the investigation and if necessary, represent clients in subsequent litigation. As a preventative measure, Kaufman Dolowich works proactively with companies to make sure that appropriate policies are in place to avoid potential wage and hour violations and related exposure.
- **Employment Practices Liability Defense.** Kaufman Dolowich's Labor and Employment Law group defends clients in a full range of employment-related claims including sexual harassment, employment discrimination, wrongful discharge and retaliation. We provide strategic counsel and representation to insurance carriers and their insureds, as well as private companies in matters before state and federal courts, the United States Department of Labor, the United States Equal Opportunity Commission, the United States Department of Justice, and state and local agencies and authorities.
- **Personnel Policies, Employment Agreements and Restrictive Covenants.** Kaufman Dolowich's legal team offers companies a wealth of experience in drafting all types of workplace policies, handbooks and employment agreements. Our lawyers also aggressively enforce and defend these policies and agreements in an effort to protect our clients' most important business interests.
- **Fair Housing Compliance and Defense.** The Fair Housing Act prohibits discrimination in housing due to race, color, national origin, religion, sex, familial status, and disability. Kaufman Dolowich attorneys are well-equipped to assist clients in defending claims brought under the Fair Housing Act and other applicable federal, state and local fair housing laws. We also regularly counsel and train clients on best practices regarding fair housing compliance and avoiding discrimination claims.

- **Human Resources Counseling and Training.** Our labor and employment attorneys comprehensively train managers and supervisors to avoid conduct that can expose and bind their businesses to liability. We inform and educate clients on how to legally handle potential disciplinary situations, layoffs and general employee complaints. The Firm often acts as an extension of our clients' human resources departments in this regard.
- **Management-Labor Matters.** Our lawyers have extensive experience handling all aspects of traditional labor relations on behalf of management. Whether we are advising a company during a union organizing drive, negotiating a union contract, or litigating an unfair labor practices claim, our clients trust that a Kaufman Dolowich employment defense attorney is well equipped to handle the matter.
- **Whistleblower Claims.** A whistleblower claim puts a company at high risk for suffering damages to its reputation. When whistleblower actions arise, our lawyers work directly with our clients to develop a strong and strategic plan of defense. We also offer proactive counsel to help companies develop and implement policies and programs that effectively respond to employee complaints before they escalate into litigation.

Labor and Employment Law's Leaders

- Keith J. Gutstein