

Employment and Labor Litigation

Larkin Hoffman attorneys are skilled in all aspects of employment law litigation. Using our extensive litigation experience, we counsel employers to help avoid lawsuits and reduce liability should a lawsuit arise.

When clients receive an initial demand letter or notice of the filing of a complaint, the litigation team quickly assesses the situation and advises management about the appropriate response. Sometimes a tough negotiator is needed, while in other circumstances a more conciliatory approach produces the best solution.

Our labor and employment attorneys are experienced in responding to administrative agency charges, including charges filed with the Equal Employment Opportunity Commission as well as local and state human rights agencies. We respond to complaints of retaliation filed with the Occupational Safety and Health Administration at all levels and investigations by state and federal labor agencies concerning compliance with wage and hour laws.

We defend clients against National Labor Relations Board unfair labor practice charges and in grievance and interest arbitration hearings. We understand when it is necessary to draw the hard lines and when compromise is most important.

Whenever warranted, we encourage clients to pursue arbitration, mediation, negotiation or other Alternative Dispute Resolution strategy and advise on those options. Our Labor and Employment attorneys understand ADR and have substantial expertise effectively using all forms of ADR.

We handle disputes and claims in many employment areas, including:

- Discrimination
- Employment agreements
- ERISA and benefits
- Fair Labor Standards Act
- Family and Medical Leave Act
- Harassment

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- Noncompete agreements
- Occupational Safety and Health Administration
- Retaliation, reprisal and whistleblower conduct
- Labor Arbitrations