

# Employment, Labor and Benefits

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The Larkin Hoffman employment law team identifies and resolves workplace issues in this rapidly evolving and highly regulated area. Our attorneys provide counsel and advice to businesses, public employers and other organizations about all aspects of the employment relationship.

As Congress, state legislatures, local government and the courts continually change employer obligations and employee rights, employers need experienced counsel to help confront problems and comply with rules. We provide advice to employers across the full range of employment law and personnel issues. Whether an organization is growing or requires a reduction in force, we provide valuable guidance at each critical step of the process.

We assist clients in formulating and administering employment policies and procedures designed to avoid problems and litigation. We counsel clients about local, state and federal laws and regulations, regulatory schemes, policy matters, labor relations, wage and hour, discrimination, business torts, non-competition, independent contractor status, FMLA and other matters that affect everyday business activity. We respond to charges of discrimination filed with local, state and federal agencies on behalf of clients and represent them in state and federal courts in all areas of labor and employment law.

We provide training of personnel to implement programs that comply with employment and labor laws. We work with corporate counsel, human resources and management to establish training programs for employees and managers; conduct investigations (e.g., sexual harassment); audit employment practices; draft, review and interpret contracts; develop commission plans; and give advice regarding employee benefit plans. Our labor relations practice includes providing advice on union representation elections, negotiating collective bargaining agreements, responding to unfair labor practice charges and managing grievances.

Our benefit legal professionals work with small and large companies to design and administer the full range of benefit programs including retirement, health, and cafeteria plans

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as well as executive compensation programs. We advise clients in the intricacies of ERISA regulation, compliance, withdrawal liability, plan design and resolving plan issues. We counsel clients regarding IRS and DOL filings, corrections and audits.

Our attorneys practice employment and labor law in many jurisdictions across the country. We also have relationships with law firms in all 50 states, allowing us to work through local counsel as necessary. Clients benefit from our familiarity with their businesses regardless of the geographic area where issues arise.