Employment Law Group

Trenam's Employment Law Practice Group represents employers in all areas of employment law, including discrimination, harassment, and retaliation; disability, pregnancy, and religious accommodations; family, medical, and military leave requirements; wage and hour obligations; reductions in force/layoffs; privacy issues; and covenants restricting competition or disclosure of trade secret and other confidential information.

A substantial part of our practice involves day-to-day counseling to resolve problems and reduce the risks that are inherent in virtually every employment decision. We provide advice on strategies for discharges, discipline and reductions in force, drug and background testing, harassment allegations, Family and Medical Leave Act compliance, wage and hour issues, and requests to accommodate disabilities and religious practices. We audit employer practices and documentation, and create employment agreements, separation agreements, personnel policies/procedures, employee handbooks, and other tools to ensure compliance with federal, state, and local law and minimize exposure to lawsuits. We also offer training for executives, managers, and human resource professionals. Our group assists employers during investigations by agencies such as the Equal Employment Opportunity Commission, Department of Labor, National Labor Relations Board, Occupational Safety and Health Administration, Department of Justice, Office of Federal Contract Compliance Programs, and corresponding state and local agencies, including preparing appropriate written submissions to the investigating agency, such as EEOC position statements.

The Employment Law Group handles every type of employment litigation in state and federal courts, including individual, collective, and class action claims. Our experience extends to defending claims involving discrimination and harassment; wage and hour law, including overtime and minimum wage claims; wrongful discharge; breach of contract; and employment torts such as defamation, tortious interference with business relationships, contract rights, and intentional infliction of emotional distress. We handle litigation involving non-competition, non-solicitation, and non-disclosure agreements, as well as employee theft of confidential information and trade secrets, and are also experienced at handling arbitrations and mediations of employee claims. We work closely with our superb staff, which includes paralegals with significant experience managing large computerized databases, complex filings, and trial preparation.

Practice Areas Include

- Employment Contract Preparation and Enforcement
- Family and Medical Leave Act Advice and Litigation
- Americans with Disabilities Act Counseling and Litigation
- Wage and Hour Counseling and Claims, including Fair Labors Standards Act Litigation
- Noncompete and Restrictive Covenants Advice and Litigation
- Harassment and Discrimination Investigations and Litigation
- Wrongful Termination and Whistleblower Claims
- Personnel Practices Audits, Counseling and Training
- Reductions in Force/Layoffs/WARN Act Compliance and Litigation

Please click here to view news and publications related to our Employment Law Group.