

Labor & Employment

Employers, whether large or small, face an ever-growing web of workplace regulations and potential entanglements with employees. Polsinelli's Labor & Employment attorneys understand the complexity and sensitivity of employee relations and workplace issues.

As exclusively management counsel, our attorneys have extensive experience providing employers with cost-efficient advice and aggressive defenses on employment and labor law matters. We represent Fortune 500 corporations and privately owned entrepreneurial firms, with recent national rankings and recognitions that include:

- Globally ranked in Labor & Employment by *Chambers Global (USA)*
- Nationally ranked in Labor & Employment by *Chambers USA: America's Leading Lawyers for Business*
- Regionally ranked in Labor & Employment by *Chambers USA: America's Leading Lawyers for Business*
 - Highly Regarded in California
 - Georgia
 - Missouri: Kansas City & Surrounds
 - Missouri: St Louis & Surrounds
 - Utah
- Nationally ranked in Labor & Employment with attorneys recognized as Benchmark Litigation Stars, *Benchmark Litigation*
- Ranked nationally for Litigation – Labor & Employment, with additional national rankings in Employment Law – Management and Labor Law – Management, “Best Law Firms”

We have a broad range of practice areas and services, including:

- Employment Advice & Investigations
- Employment Litigation, Arbitration & Dispute Resolution
- Employee Benefits & Executive Compensation
- ERISA Litigation
- Immigration & Global Mobility
- OFCCP / Affirmative Action
- Restrictive Covenants & Trade Secrets Litigation
- Management - Labor Relations
- Employment Class & Collective Actions
- Workplace Health & Safety/OSHA
- Public Accommodations & Accessibility
- International Employment Law
- California Employment Law

While employment litigation and advocacy experience is our strength, preventing legal problems from arising is our goal. We can provide you with counsel on an isolated incident or a regular basis. We assist our clients across a spectrum of employment questions and provide seminars and workshops for supervisors and managers on effective employment practices.

We assist a broad spectrum of employers, ranging from small family-owned businesses to multi-national corporations, in establishing policies, writing handbooks, resolving employee disputes, handling terminations and successfully defending against legal claims. By providing practical advice based on review and analysis of a client's employment policies and practices, the law and the human experience, our attorneys can often anticipate potential problems and assist clients in minimizing future claims and litigation.

We routinely provide management training in the areas of sexual harassment, workplace diversity, employee retention, hiring practices, wrongful discharge and numerous other areas intended to educate and motivate supervisory personnel in the proper handling of workplace issues.

Whether your business is union or non-union, we have the depth of knowledge to guide you through your labor-related legal challenges to reach practical and sound solutions. We represent clients in all stages of the grievance process and during arbitration proceedings. Slowdowns, strikes and secondary boycotts are areas we can maneuver with our extensive legal team. We have an enviable track record representing employers faced with labor union issues. We provide preventative labor relations training for our clients to assist them in avoiding union campaigns.