

EMPLOYMENT LAW



Cohen Todd Kite & Stanford's Employment Law Practice Group provides clients with pro-active, effective and practical solutions to their employment law-related needs. Given the constantly changing and expanding requirements placed on employers by federal, state and local laws, business clients need attorneys with (1) expertise in all aspects of employment law, (2) the ability to

quickly address issues as they arise, and (3) the knowledge to keep clients up to speed on the most current legal requirements. Individual clients have an equally great need for employment law counsel to skillfully represent them in employment-related disputes, contract negotiations, or discrimination claims. Our Employment Law Practice Group attorneys have the expertise to help employers and individuals alike deal with the broad range of employment law issues. When litigation arises, our attorneys use their extensive experience in both federal and state courts to aggressively represent the client.

Proactive Guidance in Human Resources and Employment Law Issues

The best time to avoid serious and expensive human resources and employment law problems is well before the problems arise. Our Employment Law Practice Group works with business clients to minimize the risk of discrimination claims, wage claims, whistleblower claims, and the like. We design and review employment handbooks and personnel policies, helping the client avoid claims and disputes that might otherwise arise and giving the client a good defensive position if a dispute arises. In doing so, we take care to use a practical approach that maximizes the client's flexibility in its business operations and management decisions. Similarly, our attorneys advise both employer and employee clients across the spectrum of employment issues that arise. We guide them through emerging problems or issues, such as possible terminations or reductions in force, employee discipline, sexual harassment issues, reasonable accommodation, non-competition agreements, confidentiality agreements, and severance agreements. Our attorneys are positioned to quickly and expertly address questions that arise regarding federal, state and local employment discrimination laws, wage and hour laws, Family and Medical Leave Act, and the Occupational Safety and Health Act. Our attorneys also provide training and presentations to business clients' managers and HR

personnel. Our solutions for business clients are based, not only on legal considerations, but also on the client's need to effectively and swiftly deal with employment issues with a minimum of disruption to operations.

Employment Law Litigation Expertise

When an employment law issue cannot be resolved through negotiation or other means, our Employment Law Practice Group attorneys provide experienced and aggressive representation in litigation. With strong backgrounds in litigation, our Group members routinely appear before state and federal civil rights agencies, state courts, and federal courts. We have a record of success in obtaining dismissals and positive results for our business clients. Likewise, when representing individual clients, our Employment Practice Group provides vigorous representation, and has a consistent record of obtaining results that serve the client's interests and goals.

Employment Law Practice Group:

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