

EMPLOYMENT & LABOR

Moore & Van Allen Employment and Labor attorneys work hard to defend our clients' rights before government agencies, and arbitrators, courts and to solve our clients' problems short of litigation.

We take a proactive approach to labor and employment relations by understanding each client's business objectives, identifying risks, and assisting in developing strategies to achieve those objectives. In addition to providing management training and policy development, we advise clients daily on responses to labor and employment issues. This combination of education, guidance and prevention results in significant cost savings, as well as establishing a more productive work place.

Our Employment and Labor team has extensive experience in a wide range of federal and state statutory, regulatory and common law rules that govern employer/employee relations, including:

- National Labor Relations Act (NLRA)
- Title VII of the Civil Rights Act of 1964
- Americans with Disabilities Act (ADA)
- Age Discrimination in Employment Act (ADEA)
- Equal Pay Act (EPA)
- Family & Medical Leave Act (FMLA)
- Fair Labor Standards Act (FLSA)
- Occupational Safety and Health Act (OSHA)
- Uniformed Services Employment and Reemployment Rights Act (USERRA)
- Executive Order 11246

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- Employee Retirement Income Security Act (ERISA)
- Sarbanes-Oxley whistleblower provisions
- Uniform Trade Secret Act (UTSA)
- Computer Fraud & Abuse Act (CFAA)

We regularly represent clients from coast to coast in various state and federal courts, as well as before administrative bodies-- handling claims of unfair labor practices, discrimination, sexual harassment, employee misclassification and pay disputes, wage and hour disputes, wrongful termination, workers' compensation, denial of benefits, fiduciary liability, and employment contract disputes.

Our attorneys also represent companies in complex employment litigation involving class actions, collective actions, and actions concerning unfair competition, employee non-compete, nonsolicitation, and confidentiality covenants, as well as trade secret, tortious interference, and employee raiding claims.

Because we are part of a full service law firm, our clients also receive the benefit of the experience of attorneys in Moore & Van Allen's Employee Benefits, Immigration, Corporate, and Tax teams when any of these issues arises in an employment matter.

Moore & Van Allen's Employment and Labor team takes great pride in working closely with our clients both on and off-site to provide the legal assistance needed in today's ever-changing labor and employment scene. Our experience gives us the ability to anticipate and provide solutions in every aspect of the employment relationship.