

OUR PRACTICE

Advice and Counsel

When it's time to make decisions about a single employee or your entire workforce, you want legal advisors you trust – someone who knows you, your business, your industry.

Collaboration is key. The lawyers on Baker Donelson's labor and employment team work strategically with companies of all sizes. Our focus is on collaboration and building long-term relationships with our clients – understanding your staffing and workforce goals and helping you achieve them. Many of our clients have relied on our labor and employment team for more than 25 years. We know their needs, their culture, and the changes and challenges their businesses face.

We have advised clients in a wide variety of industries and sectors, and we bring that industry and sector knowledge to the labor and employment advice we provide. In addition, we work hard to understand the position of your company in your industry, the competitive pressures you face and what a successful HR, staffing or workforce outcome should look like for your company.

Nationwide capabilities. Our labor and employment team advises clients throughout the United States and on international employment matters. We have in-depth knowledge of both federal labor and employment law and state law.

Strategic counsel. We offer advice on a full range of employment law issues, but our unique strength is in providing strategic advice for our clients. Our attorneys use their knowledge of labor and employment law, and workplace management to help clients develop and implement strategic leadership plans and employee, staffing and workplace strategies.

Management training. To deepen the value of our strategic counsel, we offer customized training for management personnel. Training teaches practices and procedures to prevent harassment, discrimination and retaliation. With such practices and procedures in place, clients are better able to defend themselves in the event of litigation.

Accessibility. Quite often, complex human resources and workplace decisions need to be made outside of traditional business hours. Our lawyers are available 24/7/365 to address the critical, can't-wait issues in your workplace whenever, wherever, they might arise.

Compliance. Members of our team advise on a full range of workplace compliance issues, including affirmative action, leave and disability, wage and hour, OSHA and workplace safety, workplace and data privacy, employee discipline, harassment, discrimination, retaliation, discharge and restructuring, workers' compensation, reduction in force, union organizing, collective bargaining and other issues.

Investigations. We also have particular strength in advising on or conducting workplace investigations, with an eye toward reducing legal risk for employers. We coach clients on how to conduct their own investigations, or we conduct them ourselves and report our findings.



Representative Matters

- Provided advice with respect to record keeping requirements and payments of health and welfare benefits on a federal communications contract.

- Regularly counseled clients on proactive labor relations to assure compliance with the governmental regulation of employment as well as employment crisis management.