



Labor and Employment

Our Labor and Employment Law attorneys represent organizations and businesses in labor and employment law and litigation matters, including:

- Discrimination claims
- Sexual harassment and other workplace harassment claims
- Wrongful discharge claims
- Breach of contract suits
- Non-compete suits
- Trade secret/unfair competition suits
- Wage and hour matters
- Employee relations
- Employee training
- Employee handbooks and policies
- Employee discipline and terminations
- Employment contracts
- Union avoidance
- Unfair labor practice charges

We represent employers before numerous courts and administrative agencies, including:

- State and Federal Courts
- Labor arbitrations
- Equal Employment Opportunity Commission
- Virginia Human Rights Council
- Virginia Employment Commission
- Office of Federal Contract Compliance Programs
- U.S. Department of Labor
- Virginia Department of Labor and Industry
- Occupational Safety and Health Administration
- Virginia Occupational Safety and Health
- National Labor Relations Board

We routinely draft employment contracts and employee handbooks, negotiate and implement sensitive terminations and severance agreements, and provide clients with advice and training in employment-related areas. We also represent our management clients in collective bargaining negotiations, labor arbitrations, and related litigation. We conduct annual seminars for our clients and others interested in recent legislative and case law developments.

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