



**Uniondale**

400 RXR Plaza  
Uniondale, NY 11556-3826  
516.227.0700

**Albany**

518.313.1450

**Hauppauge**

631.547.8400

**New York**

212.687.1230

**Water Mill**

631.537.3100

[www.farrellfritz.com](http://www.farrellfritz.com)

## Employment Law

Faced with today's myriad and complex workforce challenges, businesses dealing with human resource-related issues must have capable partners at their side when managing the employment relationship. Farrell Fritz attorneys work closely with our clients to develop comprehensive, practical solutions for all types of employment-related situations.

### Working Closely with Management

Every day, we work with executives, human resources professionals and supervisors to create effective employment policies and procedures for managing the daily issues that arise in the workplace. Focusing on practical solutions for navigating the complex field of labor and employment laws, we:

- Develop innovative, clear and effective employment policies and procedures.
- Advise on leaves of absence in compliance with the Family and Medical Leave Act and reasonable accommodations under the Americans with Disabilities Act and the New York State Human Rights Law.
- Devise alcohol and drug-free workplace programs, including equitable drug testing and screening policies.
- Draft employment, executive compensation and severance agreements.
- Create interactive training programs on a variety of topics, including unlawful harassment, performance management, diversity and workplace violence.
- Counsel on the labor and employment law issues associated with mergers, acquisitions and due diligence.
- Address issues relating to COBRA, ERISA and other health and welfare benefit plans.

### Defending Employers

Whether representing a small, closely held business, a not-for-profit charitable organization or a large, publicly traded company, our extensive litigation experience provides a backdrop for successfully and efficiently resolving claims.

Our employment litigators:

- Counsel, investigate and litigate harassment, sexual harassment, discrimination and retaliation claims involving the Equal Pay Act, Title VII, the Age Discrimination in Employment Act, the Pregnancy Discrimination Act, the Americans with Disabilities Act and the New York Human Rights Law.
- Defend claims brought under the Fair Labor Standards Act, the Family and Medical Leave Act and the New York Labor Law.
- Litigate breach of contract and tort claims.

#### **Negotiating Agreements & Arbitrating Disputes**

Recognizing that a unionized workforce presents unique issues, we work with employer to develop effective working relationships with employees and, when needed, their bargaining representatives. Our attorneys represent employers before the National Labor Relations Board, engage in collective bargaining and represent management in grievance hearings and arbitrations.

#### **Protecting Trade Secrets & Confidential Information**

Protecting our clients' business operations, confidential information and trade secrets sometimes requires that our attorneys litigate issues involving the enforcement of restrictive covenants. Frequently, litigation involving restrictive covenants involves a restraining order or preliminary injunction. Our experienced litigators have successfully handled claims regarding noncompete, non-solicitation and garden leave provisions.