

## Employment Law Practice

Potter Murdock advises employers of all sizes on a broad range of employment issues and best practices to minimize risk in their policies and procedures in all areas of employment discrimination, FMLA, disability and religious accommodations, retaliation, wage and hour issues, employment contracts and separation agreements, restrictive covenants, employee benefits, Affordable Care Act compliance, and unemployment issues. The following are representative samples of the type of services we provide to our clients:

### **Employment and Labor Litigation and Investigations**

Potter Murdock defends employers before administrative agencies and in federal and state court in all aspects of employment litigation, including Title VII, FMLA, ADA, wrongful discharge, employment contract disputes, retaliation, Sarbanes Oxley, and unfair labor practices. We conduct and supervise thorough and impartial investigations early on to develop strategies and minimize liability. Potter Murdock also provides mediation services to resolve work place disputes prior to litigation.

### **Employment Policies and Handbooks**

Potter Murdock prepares and reviews employment policies and procedures, employee handbooks, and a code of ethics tailored to meet the needs of individual employers. We work with clients to develop policies and practices designed to comply with all applicable federal and state employment laws and strengthen clients' defenses to complaints of work place discrimination, harassment, retaliation, and unfair employment practices to minimize the risk of future liability.

### **Management Training**

Potter Murdock provides training programs to managers and supervisors on performance management and termination, performance appraisal and evaluation, workplace harassment and discrimination, managing leaves of absence and attendance, managing under a collective bargaining agreement, grievance handling, non-discriminatory employment practices, promoting multi-cultural workplaces, and interviewing and hiring.

### **Wage and Hour Matters**

Potter Murdock provides ongoing advice, policy reviews, investigation counsel and other services related to wage and hour issues and defending claims arising under the Fair Labor Standards Act, Service Contract Act, Davis Bacon Act, Walsh-Healey Act, and other federal and state wage and hour laws and regulations.

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