

**FOCUS ON**

Employment,  
Labor & Workforce  
Management Issues

# Managing change in the workplace

From equal pay to #MeToo, social justice, and the COVID-19 pandemic, social movements and world events profoundly affect the workplace. At Epstein Becker Green, we focus on these changes every day, helping you manage workplace risks and protect your company's reputation, productivity, and bottom line.

## The power of a super boutique

Our Employment, Labor & Workforce Management practice is one of the largest and most respected in the United States, advising domestic and global businesses of all sizes. We've handled every problem that can arise in the workplace, not just once or twice, but dozens of times. Our lawyers eat, breathe, and sleep workplace law, building a depth of knowledge and experience unheard of at other firms.

## Solutions tailored to your business needs

Hospitals have different labor issues than hotels; tech employees expect different benefits than sales clerks. Because we've been in hundreds of workplaces, we know the language, culture, operations, and compensation structures of each industry, as well as the business goals that often drive employer-employee relationships. We can quickly pinpoint where problems may arise and resolve conflicts in and out of court.

## Advice that's ahead of the curve

We draw on diverse experience in law, business, and government to help you see around corners and plan for the future. Our team includes former government officials who've helped shape and enforce labor and employment laws. As thought leaders in this space, we frequently share our knowledge with clients and friends through annual workforce management briefings, weekly video updates, labor and employment-focused blogs, and more.

## Former policy and enforcement experience at:

- Equal Employment Opportunity Commission
- National Labor Relations Board
- U.S. Congress
- U.S. Department of Labor
- U.S. Department of Justice
- The White House
- State and local agencies regulating labor-management relations

### Service areas

- ADA and Public Accommodations
- Affirmative Action/OFCCP Compliance
- Deal Due Diligence
- Diversity, Equity & Inclusion Counseling
- Employee Benefits
- Employee Relations Investigations
- Employment Compliance Counseling
- Employment Litigation
- Employment Training
- Executive Compensation
- Foreign Multinational Counseling and Litigation
- General Counsel Services
- Immigration
- Labor Management Relations
- Occupational Safety and Health (OSHA)
- Pandemic Workforce Issues
- Pay Equity
- Return to Work
- Social Media and the Workplace
- Trade Secrets & Employee Mobility
- Wage and Hour
- Whistleblowing and Compliance
- Workforce Government Relations
- Workforce Restructuring and Other Cost-Saving Mechanisms

# Representing management at critical moments

## California limits joint-employer liability

Won a joint-employer case involving our client, a temporary staffing company, which had assigned the plaintiff to a business that allegedly denied statutorily required meal periods. We persuaded the court that temporary staffing companies are not liable for the wage and hour violations committed by their clients.

## Whistleblower defeated in arbitration

Convinced an AAA panel that a European insurer had not fired its former employee in retaliation for whistleblowing, in violation of the Dodd-Frank Wall Street Reform and Consumer Protection Act. After eight days of testimony, the panel dismissed the plaintiff's claim.

## Law firm discrimination case dismissed

Won a summary judgment motion in federal district court in Brooklyn, New York, dismissing allegations of race discrimination, national origin discrimination, and retaliation against one of the world's top law firms.

## Employee's breach-of-contract case defeated

Won a complete defense verdict in New York federal court when a former employee alleged multiple breach-of-contract theories against a financial services firm. Following a multi-week jury trial, the court awarded our client more than \$1.6 million, which the U.S. Court of Appeals for the Second Circuit upheld.

## Teamsters stopped in their tracks

Defeated the Teamsters Union's attempt to establish a micro-unit at the California workplace of a large nonprofit agency. We counseled the client's leadership on the union representation election, revised the client's communications, and worked with supervisors to ensure maximum legal compliance and impact.

## Comprehensive employee benefits counsel

Advised a diversified, multibillion-dollar multinational conglomerate on all aspects of employee benefits and executive compensation matters across its eight U.S. offices.



Wage and hour laws of all 50 states, plus federal law, DC, and Puerto Rico, are at your digital fingertips with our mobile app—  
***Wage & Hour Guide for Employers***



***Employment Law This Week***<sup>®</sup> gives a rundown of the top developments in employment and labor law and workforce management in a matter of minutes every **#WorkforceWednesday**.

Listed in the top 15

## Best Law Firms

for Labor and Employment Law

*Vault* "Best Law Firms"

**5** blogs

committed to providing the latest legal updates of interest to employers



Tier 1 employment law –  
management and labor law –  
management

*U.S. News – Best Lawyers* "Best Law Firms"

