

## Employment Law

Results achieved in prior matters are not meant to be a guarantee of success as the facts and legal circumstances vary from matter to matter.

Nearly every business—local or global—has at least one core attribute in common: employees. As a result, every business is touched by some aspect of employment law. At Wilentz, Goldman & Spitzer, P.A., we understand that the success of your business depends as much on the implementation of an effective strategic vision as it depends upon a productive workforce. We provide counseling to navigate state and federal labor, and employment laws and help ensure compliance, thereby reducing the potential for claims and workplace disruption.

The employer/employee relationship has always been highly regulated, but recently the enactment of complex laws and the issuance of far-reaching court decisions is increasing litigation. Additionally, oversight and enforcement are becoming more commonplace, making it that much more critical that the advice and guidance you receive be prompt and accurate.

Wilentz employment law attorneys have the requisite experience to provide individually tailored counsel to guide you through the following legal issues, allowing you to stay focused on the smooth operation of your business:

- Employee handbook and policy drafting
- Data privacy and BYOD issues
- Overtime exemption reviews
- Independent Contractor classification review
- Family and medical leave, disability, workers' compensation
- Employment agreements, restrictive covenants, and severance agreements
- Union contracts/collective bargaining agreements
- Disabilities/reasonable accommodation
- Diversity, harassment, and anti-discrimination training

Working together, we leverage our experience to help our clients minimize the risk of serious complaints from employees. However, when reality strikes, our team can help with negotiation, mediation, arbitration, trial, and appellate litigation. We handle the defense of a multitude of employment claims, including but not limited to:

- Discrimination (age, ancestry, disability, genetic traits, liability for service in the armed forces, marital status, domestic partnership, civil union status, national origin, nationality, pregnancy, race/color, religion/creed, gender, sexual orientation, gender identity, and expression or any other protected class)
- Hostile Work Environment
- Retaliation claims
- Restrictive covenant issues
- Employment contract disputes
- Wage and hour disputes, including overtime claims and class/collective actions
- Unemployment hearings

Moreover, we represent clients in Department of Labor audits and investigations by agencies such as the Equal Employment Opportunity Commission or the New Jersey Division of Civil Rights.

Our Employment Law team is known for knowledge in all aspects of employment law and the attorneys are frequent lecturers and authors on employment law topics affecting the business community. The complex issues surrounding this area of law require concentrated effort and expertise to keep abreast of day-to-day developments. The experience of our employment attorneys in New Jersey, combined with our firm's resources, enables us to be at the forefront of these issues.