

## Strategic Employment & Labor Advice & Counseling

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Best & Flanagan's employment and labor lawyers work with large corporations, small businesses, and individuals to strategically advise on the patchwork of federal, state and local employment laws. We work closely with business owners, executives, human resources professionals and in-house counsel to provide legal counsel that serves as a catalyst for the achievement of business goals. Our advice is timely, strategic and practical. We advise on best practices relating to:

- › Affirmative action plans;
- › Confidentiality/non-disclosure, non-competition, and non-solicitation agreements;
- › Disability accommodations under the Americans with Disabilities Act and other laws;
- › Discrimination, retaliation, and harassment;
- › Diversity and inclusion initiatives;
- › Drug and alcohol use and testing;
- › Employee and managerial training;
- › Employee handbooks, codes of conduct and other policies;
- › Employee safety and workplace violence;
- › Employment and executive agreements;
- › Labor relations, negotiations and collective bargaining;
- › Leaves of absence under the Family Medical Leave Act and other laws;
- › Performance management, including performance reviews, performance improvement plans, terminations of employment, and reductions in force (RIFs);
- › PTO and vacation / sick leave policies;
- › Wage-and-hour compliance, including overtime and minimum-wage compliance; and
- › Worker classifications, including independent-contract arrangements.

### Related Practices

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Employment Law

### Firm News/Articles

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- › Legislators Consider Changes to Sexual Harassment Laws and Abolishing Non-Competes

### Related Professionals

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- › Sarah Crippen, Attorney
- › Joel Schroeder, Attorney

