

Employment, Labor & Benefits

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Our experienced employment attorneys are available to help clients resolve their day-to-day and most difficult employee issues. We work with employers of all sizes in virtually every industry to find effective solutions to workplace problems. We offer continuing education by hosting employment webinar and seminar events throughout the year.

Employment Advice & Prevention

Our lawyers provide practical, knowledgeable advice on questions regarding such areas as:

- Hiring/Firing
- Discipline
- Discharge
- Overtime
- Disability accommodation
- Employee leave laws, including family and medical leave
- Substance abuse

Our attorneys help employers:

- Investigate harassment and other complaints
- Comply with wage and hour requirements
- Meet OSHA standards
- Implement needed layoffs and reductions-in-force

Our attorneys draft and review the full spectrum of employment agreements and policies:

- Employment applications and other forms
- Employee and personnel policies, handbooks, and manuals
- Employment contracts, and non-compete and non-solicitation agreements
- Federal, state, and city affirmative action programs
- Drug and alcohol testing policies

Our attorneys partner with human resources (HR) professionals to counsel and train managers and supervisors on how to comply with the myriad federal and state employment laws and still operate their businesses effectively and efficiently.

Litigating for Employers

Our employment and labor attorneys are skilled and aggressive litigators.

We represent clients in the full range of employment-related litigation matters, including discrimination, sexual harassment, breach of employment or non-competition agreements, misappropriation of trade secrets, defamation, tortious interference with contract and wrongful discharge.

We litigate in federal and state trial and appellate courts in Minnesota and around the country. We also regularly represent clients before the full spectrum of federal, state and local agencies, including the Equal Employment Opportunity Commission, National Labor Relations Board, Department of Labor, Department of Housing and Urban Development, Occupational Safety and Health Administration, Office of Federal Contract Compliance, Minnesota Department of Human Rights, and in state human rights agencies throughout the country.

Throughout the litigation process, we work closely with our clients to ensure their interests are protected and their goals achieved.

Alternative Dispute Resolution

We also support alternative dispute resolution. We act both as neutrals helping other parties to resolve their disputes, and as advocates assisting our clients reach timely and effective solutions. We are experienced in mediation, arbitration and other forms of dispute resolution.