



Our Employment Law Practice Group provides effective counsel to public and private sector employers in the following areas: employment, labor, employee benefits, discrimination, and safety matters. Our clients range from family-owned businesses to some of the largest employers in the nation including retail, education, manufacturing, construction, hospitals, health care, communications, professional services, and transportation corporations.

Our experience covers a wide range of employment matters, including:

- [Counseling](#) employers on issues ranging from hiring, discipline, leave issues, termination, Americans with Disabilities Act (ADA) compliance, Family and Medical Leave Act (FMLA) compliance, and other employment law issues
- Internal [audits](#) of employment practices, including policies, exempt/non-exempt classifications, leave programs, and work eligibility (I-9) issues
- Periodic review of employee handbooks and manuals, substance abuse testing programs (including DOT), electronic communications issues, document retention, and other areas
- Defense of Employment Practices Liability Insurance (EPLI) claims, ensuring organizations have comprehensive protection against potential employment-related lawsuits, including wrongful termination, sexual harassment, discrimination, and retaliation claims.
- Drafting, reviewing, and enforcing non-solicitation and non-compete agreements
- Drafting and reviewing employment and severance agreements
- Wage and hour issues, including [compliance](#) with the overtime and minimum wage requirements of the Fair Labor Standards Act (FLSA) and state wage payment and collection laws
- Claims arising under whistleblower and retaliation statutes
- Protecting trade secrets

Our Employment Law Practice Group assists clients in understanding their complex legal obligations for every aspect of employment and helps ensure [compliance](#) with Federal, State, and local laws. Our service extends beyond our clients' immediate needs, as our Employment Law attorneys offer client updates on timely legal issues and present annual seminars on a wide range of Employment Law topics. We also frequently conduct [in-house training](#) for human resource professionals and management on employment issues, including harassment and discrimination, FLSA compliance, reacting to [OSHA](#) investigations, workplace violence, FMLA, ADA, discipline, managing terminations, and record-keeping.

Frequently Asked Questions

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