

# EMPLOYMENT LITIGATION

The recent explosion of employment-related lawsuits has greatly affected the employee-employer relationship, which is constantly evolving as new employment laws are enacted and new cases make their way through the courts and administrative agencies.

The need for the involvement of experienced legal counsel from the outset of an employee complaint is critical to a successful defense. Your best defense may hinge on the management of an employee complaint at the very point in time when it is made.

Hodgson Russ's employment litigation attorneys generally represent management only, providing experienced counsel on every aspect of the employment relationship. We are here when you need us in a crisis, and we are here to guide you with developing employment programs to help avoid a crisis. Hodgson Russ lawyers are experienced in the defense of employment-related claims and have the resources, determination, and creativity demanded in employment litigation situations. When Hodgson Russ clients become involved in employment disputes, our number one priority is to protect clients' legal rights and commercial interests.

Our attorneys regularly appear in state and federal courts as well as in alternative dispute

resolution forums such as mediation and arbitration. Our litigators have the depth of experience garnered from years of representing clients in contested proceedings, including administrative hearings, trials, motions, and appeals.

Efficient means and effective representation characterize our relationships with our employer clients. In the interest of instituting programs to avoid litigation, Hodgson Russ's employment litigation attorneys provide counseling and conduct equal employment opportunity compliance programs, seminars, and other educational offerings to assist clients in assessing potential risks and legal exposures before disputes. These services allow clients to evaluate, manage, and head off situations that might result in litigation.

Hodgson Russ represents clients before courts and administrative agencies in disputes with current and former employees. Examples include:

Hodgson Russ provides experienced counsel on every aspect of the employment relationship generally representing only management.



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Hodgson Russ lawyers are experienced in the defense of employment-related claims and have the resources, determination, and creativity demanded in employment litigation situations.

- ▶ Employment discrimination litigation in state and federal court pertaining to race, sex, sexual harassment, sexual orientation, religion, national origin, age, color, disability, alienate, and any other legally protected category
  - ▶ Employment discrimination claims at state and federal administrative agencies
  - ▶ Misclassification of worker claims
  - ▶ Non-competition agreement claims
  - ▶ Theft of trade secret claims
  - ▶ Equal Pay Act claims
  - ▶ Family and Medical Leave Act claims
  - ▶ Employee Retirement Income Security Act (ERISA) claims
  - ▶ State law tort claims (e.g., defamation, intentional infliction of emotional distress, assault and battery)
  - ▶ Federal and state civil rights laws claims
  - ▶ Breach of contract claims
  - ▶ Payment of wage claims
- Hodgson Russ has been awarded a prestigious “Best Law Firms” Metropolitan Tier 1 ranking by *Best Lawyers/U.S. News & World Report* in the Litigation - Labor & Employment category.
- For information, analysis, commentary, and resources on the latest developments in employment law, visit our blog, Employers’ Advisor, at [www.employersadvisor.com](http://www.employersadvisor.com).

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*Practice restricted to U.S. law*



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