

## Labor & Employment

Today's dynamic business opportunities require businesses to evaluate on an ongoing basis how they engage their global workforce. We are well-positioned, based on decades of experience and a robust local network, to provide streamlined, seamless and practical advice to clients in addressing workforce challenges resulting from doing business on a domestic or international level.

With more than 40 lawyers and in-depth experience navigating the employment laws throughout the United States, Europe, Latin America, Asia, and the Middle East, Crowell & Moring's Labor & Employment Group delivers business-oriented solutions based on industry-specific best practices tailored to comply with the applicable labor and employment laws. Our Global Employment team works 24/7 to assist our clients in understanding the myriad laws that apply to doing business in and outside the U.S.

### U.S. Employment

Our Labor & Employment practice helps companies meet the challenges of the modern workplace. Our employment team consists of highly skilled litigators and effective trial lawyers. Whether employment-related disputes involve individual employees and executives, groups of employees and class actions, organized labor or government agencies, our lawyers provide aggressive and effective representation.

Our experience spans a wide spectrum ranging from handling complex class and individual employment litigation and providing advice on routine employment law issues to helping address complicated labor disputes and privacy problems. We are proud of our strong record of success resolving difficult disputes involving employment discrimination claims, wage-and-hour class and collective actions, trade-secret and non-compete litigation, complicated labor disputes, fiduciary duty, benefit claims and other ERISA litigation, and whistleblower retaliation claims.

In the area of employment law, we advise employers on pay equity and affirmative action compliance and bring to bear decades of experience responding to and managing OFCCP audits and investigations. We frequently team with leading labor economists to conduct global pay equity analyses and work on the refinement of regression models, designed to identify the extent to which any employee groups are disadvantaged by the employer's systems. In conjunction with the firm's government contracts practice, we provide guidance on a variety of compliance issues under the Service Contract Act and other prevailing wage laws. We help businesses develop and implement clear, defensible policies and procedures covering employment discrimination, diversity, sexual harassment, employment contracts (including non-compete and non-disclosure agreements), wage-and-hour issues, executive compensation and employee benefits, and individual terminations and reductions-in-force. Our team includes lawyers with significant experience with the issues presented by executive compensation arrangements. We also regularly collaborate with our data privacy team to provide companies with comprehensive advice on data privacy and protection issues.

As counselors, we deliver practical, effective guidance in all types of traditional labor matters, including union organizing and corporate campaigns, collective bargaining negotiations, contract administration, grievance arbitration, and other labor-management relations. We understand the unique legal and public relations issues that arise during high-stakes strikes, lockouts, and other labor disputes, and develop strategies to address the issues at the heart of the disagreement while simultaneously providing effective crisis management advice.

We provide regulatory compliance counsel across the spectrum of federal and state labor and employment legislation, including:

- Family and Medical Leave Act (FMLA)
- Americans with Disabilities Act (ADA)
- Fair Labor Standards Act (FLSA)
- Worker Adjustment Retraining and Notification Act (WARN)
- Employee Retirement Income Security Act (ERISA)

### **International Employment**

We regularly work with Fortune 100 companies on all aspects of market entry, with a focus on “moving goods, people and services” across borders. We support our clients’ global workforce by taking into consideration the regulatory environment in both the domestic and international markets in which the business is operating, including but not limited to labor and employment, corporate, tax and compliance frameworks that govern each individual’s engagement and placement.

Our proven team of lawyers and consultants has accumulated a wealth of knowledge from decades of work in Europe, Asia, Middle East and Latin America providing advice to multinational companies. We have represented clients on a variety of employment issues involving more than 40 countries throughout the world. Our lawyers, many of whom have years of experience in the local markets, utilize their knowledge of the local cultural and legal systems that affect business and investment to advise clients. Additionally, our lawyers have a strong network of local professionals and consultants that can be quickly mobilized to further serve our clients.