



# Employment Law

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## Overview

### MANAGE YOUR WORKFORCE SUCCESSFULLY

The employer-employee relationship is central to the success of any business. When issues arise that place a strain on that critical relationship, you need the right legal expertise. We help employers achieve their employment goals and mitigate risks associated with employment issues. Our experience covers a wide range of day-to-day and sensitive workplace issues, including personnel policies, disciplinary, discrimination, leave, and wage and hour issues.

We also handle the employee relations aspects of business transactions such as mergers, acquisitions, dissolutions or structural reorganizations.

### MINIMIZE YOUR RISK

Through policy development and training, we work with you to minimize the risk of employee lawsuits. We can train your supervisors on compliance with the Fair Labor Standards Act, the Americans with Disabilities Act, the Family and Medical Leave Act and related state and federal statutes. We can also help preserve your employment-at-will workforce status and address problems with independent contractors and temporary employees.

### WHEN THERE IS NO OTHER RECOURSE

While the most effective approach to litigation is prevention, sometimes conflict is unavoidable. We analyze each situation to determine your liability and recommend the best course of action.

In cases where litigation is your only practical alternative, our courtroom experience and understanding of state and federal employment law give you an advantage in lawsuits involving:

- Age, race, or sex/ preferences discrimination
- Sexual harassment
- Wage and hour claims
- Wrongful termination claims
- Trade secrets, confidentiality agreements, and restrictive covenants

