



Employment Law

Higher Standards for Stronger Workplaces

As an employer, a reliable workforce is your most important asset. Having a firm grasp on the legal responsibilities of workforce management can help you minimize financial risks and build your business.

Whether you have hundreds of employees in an office or have a handful of employees in your warehouse, you can turn to the employment attorneys at VF&N as your trusted advisors.

SERVICES

We represent clients in employment law matters including:

- Arbitration and Mediation
- Disability Issues and Accommodations
- EEOC Charges
- Employee Handbook
- Employment Agreements
- Employment Discrimination, Harassment and Retaliation
- Employment Litigation and Administrative Hearings
- Fair Labor Standards Act (Wage and Hour Laws)
- Family Medical Leave Act
- Gig, Seasonal, and Contingent Workforce Considerations
- Hiring and Termination
- Internal Compliance Review
- Internal Workplace Investigations
- Management and Staff Training and Presentations
- Mergers and Acquisitions
- Non-Compete/Non-Solicitation
- Confidentiality Agreements
- Reduction in Force
- Religious Accommodation
- Severance Agreements
- Trade Secrets
- Unemployment Compensation



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Day to Day Operations: Our employment law attorneys provide critical guidance to resolve your company's evolving HR questions that arise on a daily basis.

- Disciplining a problem employee
- Hiring in compliance with federal requirements
- Concerns when terminating an employee
- Addressing sexual and other discrimination complaints
- Navigating wage and hour compliance

Creating a Culture of Compliance: Protect against future risk by having a VF&N attorney draft or revise your employee handbook. Through customization of your handbook we can address situations unique to your company as well as complying with state and local laws. Our attorneys also conduct on-site management and staff training and corporate presentations to help create a positive work culture.

In Response to a Charge: We conduct independent internal investigations in response to charges of discrimination or other improper conduct and prepare an unbiased neutral report of our findings for your management team and boards. If the situation should arise that a resolution could not be mediated out of court, our team has experienced litigators on staff to fight on your behalf.

Executive Agreements and Contracts: As an executive or c-suite professional starting a new job, leaving an old one, or retiring, it is good to have someone in your corner. We can help you understand your options.

- Compensation and benefits discussions
- Negotiating an employment agreement
- Compliance with your fiduciary obligations to your employer
- Negotiate restrictive covenant provisions
- Litigate the enforceability of provisions
- Advocate on your behalf during severance agreements talks

Call us today to discuss your legal matters. | (703) 369-4738
