

## LABOR & EMPLOYMENT

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Our Labor & Employment Law attorneys represent private, public-sector and non-profit employers in a wide range of industries in matters pertaining to labor, employment and human resources. We provide human resources counseling to guide clients through day-to-day workplace concerns and in matters ranging the entire employment life cycle – hiring, employment and termination – through strategic defense of legal matters. We assist with employment contracts and agreements, employee benefits and 401K counseling, executive compensation and negotiation, termination agreements and severance packages. We work with clients to help them proactively develop clear, effective personnel policies and employment handbooks, and we provide on-site management training and compliance audits to address issues before they become problems. Our attorneys also provide counsel and representation related to a full spectrum of workplace issues, including harassment and discrimination lawsuits, wrongful discharge claims, non-competition disputes, misappropriation of trade secrets, wage and hour claims, workers' compensation, occupational safety and health issues.

Meyers Roman attorneys are well versed in labor law, with a proven track record in successfully representing employers in labor and management relations matters. We have considerable experience in matters such as, union avoidance, elections, collective bargaining, contract and grievance administration, labor arbitration and mediation, strike avoidance and management, unfair labor practice charges and all NLRB matters.

Should the need arise, clients rely on our depth of experience in both complex litigation and simple disputes to aggressively represent their interests. We have broad experience with mediators and arbitrators, as well as significant trial experience before state, federal and appellate courts. Our attorneys have also successfully represented clients before administrative agencies, including the EEOC, OCRC, DOL, BWC, OSHA, NLRB and SERB.

### Representative Service

- Employment Counseling
- Executive Employment Counseling
- Employee Benefits and 401(k) Counseling
- Employment Practice Policies, Handbooks and Audits
- Executive/Employment Contracts
- ERISA Counseling and Litigation
- Affirmative Action Planning
- Discrimination and Harassment
- Wage and Hour (FLSA) Compliance
- OSHA/Workplace Safety
- Labor-Management Relations and Collective Bargaining
- Labor and Employment Litigation
- Labor and Employment Mediation and Arbitration
- OFCCP Compliance Audit Defense

### Representative Matters

- Successfully defended an age discrimination and FMLA retaliation case brought by a pilot against his former employer.
- Successfully defended an apartment management company in a sexual harassment and retaliation case, obtaining a summary judgment on multiple claims and a defense verdict at trial.
- Obtained a federal court ruling that a company's non-compete and non-solicitation contractual provisions with its factory distributors were valid and applicable worldwide.
- Represented an industrial manufacturing company in defeating a certification of wage-and-hour class action lawsuit.
- Achieved a favorable settlement in an OSHA litigation matter involving improperly cited safety guarding.

- Won a directed verdict in Texas state court ruling (upheld on appeal) that the relationship between a company and its factory distributors is an independent contractor relationship and not an employer-employee relationship.
- Appealed to the Sixth Circuit Court and reversed the NLRB decision on a highly contested union election issue involving false and misleading pre-election propaganda.
- Provided daily counsel to a unionized manufacturing company during an aggressive and public three-week strike. Worked with client to maintain efficient operations throughout the strike, hire permanent replacements and negotiate better terms in the union contract when the strike was called off.
- Defended an employer in collective action under the Fair Labor Standards Act and obtained a favorable settlement in mediation.
- Decertified a labor union of the employees of an industrial manufacturing company, thereby ensuring the free choice of its employees not to be represented by a union.

### Attorneys

- Seth P. Briskin, Chair
- Lester W. Armstrong
- Steven L. Baden
- Steve P. Dlott
- Jonathan T. Hyman
- Scott M. Lewis
- Peter Turner
- Joseph C. Pokorny
- Matthew D. Golish
- Joni Todd