



## Employment

### **Leech Tishman's Employment attorneys counsel and litigate on behalf of private and public sector employers in all aspects of the employment relationship, from hiring through termination.**

#### **In Brief**

Our employment attorneys partner with our clients to develop creative options that align with business objectives while complying with statutory and common law requirements. Our team's understanding of the nature of the employer/employee relationship, combined with our understanding of each client's business, allows our lawyers to guide our clients to cost-effective and practical solutions.

Leech Tishman's employment attorneys focus on preventing litigation. We counsel employers and offer training on all aspects of the employment relationship, including but not limited to workplace harassment, performance management, Employment Law 101 for supervisors, discipline and discharge, terminations, and ensuring statutory compliance.

Our lawyers represent employers in employment discrimination litigation before the federal and state courts, as well as the Equal Employment Opportunity Commission, Pennsylvania Human Relations Commission and City of Pittsburgh Commission on Human Relations. We also represent employers in all aspects of labor relations, including collective bargaining, grievances, arbitration and National Labor Relations Board proceedings. We have extensive experience with wage and hour practice before the U.S. Department of Labor, Wage & Hour Division. We also assist employers with all types of alternative dispute resolution processes, including mediation, arbitration, and early neutral evaluations.

#### **Employment Services**

- » Employment discrimination
- » Sexual and workplace harassment
- » Leaves of absence, disability accommodation & ADA compliance
- » Family and Medical Leave Act issues and compliance

- » Human Resource Practices Audits
- » Employee handbooks
- » Human Resource policies and practices
- » Pre-employment testing and background checks
- » Wage and hour compliance and issues
- » Use of temporary/leased/contract employees and independent contractors
- » Performance appraisals
- » Workplace investigations
- » Workplace privacy issues
- » Disciplinary action and termination
- » Reductions in force and workforce restructuring
- » Employment at-will/wrongful discharge
- » Employment agreements
- » Restrictive covenants and confidentiality agreements
- » Severance agreements, waivers and releases
- » Unemployment compensation claims
- » Affirmative Action and OFCCP compliance
- » Workplace practices
- » Employment hiring and contracts
- » Payment practices
- » Employee benefits consulting
- » Employment discrimination litigation

#### **Traditional Labor**

- » Labor management relations
- » Collective bargaining
- » Grievance administration
- » Arbitration
- » National Labor Relations Board proceedings
- » Public sector labor relations
- » Strikes, picketing, and boycott advice

Leech Tishman Fuscaldo & Lampl is a full-service law firm dedicated to assisting individuals, businesses, and institutions. Leech Tishman offers legal services in alternative dispute resolution, aviation & aerospace, bankruptcy & creditors' rights, construction, corporate, embezzlement & employee theft, employee benefits, employment, energy, environmental, estates & trusts, family law, government relations, immigration, insurance coverage & corporate risk mitigation, intellectual property, international legal matters, litigation, real estate, and taxation. Headquartered in Pittsburgh, PA, Leech Tishman also has offices in Chicago, Los Angeles, New York, Sarasota, and Wilmington, DE. For more information call 412.261.1600 or visit us at [www.leechtishman.com](http://www.leechtishman.com).