

Employment Law

Overview

McDowell Rice's Labor and Employment practice enables our clients to meet the challenges of the modern workplace. We assist employers in drafting and implementing employment agreements, restrictive covenants, and personnel policies and procedures that are tailored to meet the employer's business needs and comply with applicable law. We also assist individuals who are treated unfairly or unlawfully in the workplace, or who are pursuing better opportunities. We provide guidance in all aspects of labor and employment, from training and compliance, investigating complaints, and addressing existing or potential employment issues, to handling all facets of employment disputes and litigation, including:

Discipline and Discharge
Discrimination, Harassment and Retaliation
Non-compete and Non-solicitation Agreements
Confidential Information and Trade Secrets
ADA Compliance
Family and Medical Leave
Wage and Hour Laws

Recent examples of our work include:

Favorable determination from the EEOC in response to charges of sex discrimination brought against a regional restaurant chain by several former employees
Defense verdict for governmental agency in retaliation case brought by former employee
Defense verdict for national engineering firm upheld by Eighth Circuit Court of Appeals in age discrimination case following a reduction in force
Assisting client in avoiding sexual harassment and retaliation claims by investigating charges, assisting with discipline and termination decisions and providing training to managers, supervisors and employees
Favorable judgment enforcing non-compete agreement against former employees of regional financial services firm

Chairs

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Members

494,498,535,548,481

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