

Labor & Employment

Overview

Carlton Fields represents employers of all sizes in all types of employment disputes, including state and federal court actions, administrative charges and hearings, arbitrations, class and collective actions, and informal mediations. Our clients in this area operate in a wide range of industries, such as health care, financial services, hospitality, construction, not-for-profit and academic institutions, and in the public sector.

Litigation and Dispute Resolution

We regularly represent and defend employers and management in litigation involving a variety of claims, including employment discrimination of all kinds, sexual and other types of harassment, retaliation, wrongful discharge, whistleblower, wage and hour disputes, family and medical leave, breach of contract, emotional distress, and negligence. Our lawyers have appeared before state and federal courts, state human rights agencies, the Equal Employment Opportunity Commission, the National Labor Relations Board, OSHA, arbitration panels, and various administrative tribunals. With a niche in class action defense, we offer clients the resources to defend employment class actions and other complex litigation matters.

[Learn more about our Discrimination practice](#) | [Learn more about our Wage & Hour practice](#)

Counseling, Training, and Risk Avoidance

Our lawyers also counsel and train employers on the most effective litigation avoidance practices. We keep our clients informed of the latest developments in labor and employment law, which is constantly changing and varies by locale. For example, our attorneys counsel employers on use of biometric technologies and data, analytics and robotic technologies for recruitment and hiring, privacy and security. By working as a team with our clients, we help ensure compliance. Our efforts enable them to limit, and sometimes completely avoid, exposure to liability in costly lawsuits and government audits. With this goal in mind, our employment lawyers are dedicated to reviewing and advising clients on their employment and pay policies and practices. Our efforts include, for example, assistance with drafting and implementing employment policies and procedures; preparing employment agreements; training supervisors, managers, and human resource

professionals on employment law compliance; and conducting audits of overtime and other pay practices. We tailor our services to the individual needs of each client.

Immigration

We provide comprehensive immigration services for employers in the pharmaceutical, manufacturing, technology, retail, and communications industries. We help employees process and prepare nonimmigrant work visas, such as H-1Bs, L-1 intracompany transferee visas, and E-2 visas for investors. Additionally, we help process immigrant permanent residence applications via employment-based visa petitions/labor certification (PERM). We also counsel employers on immigration policies and help them develop programs. In addition, we conduct I-9 audits and training, draft I-9 and corporate compliance policies; and defend I-9 audits and ICE investigations. Our immigration clients include artists, athletes, and entertainers; and EB-5 investors, regional centers, and developers. Learn more about our [Immigration Planning and Compliance](#) practice.

Internal Investigations and Employee Relations

Our lawyers' accessibility, guidance, and advice enables our clients to take maximum advantage of the brief window of opportunity that exists to address workplace problems, which are, in some cases, unavoidable despite training and counseling. The speed with which an employer responds to workplace problems, and how effectively it remedies them, frequently determines whether a lawsuit is filed. Prompt, effective solutions can avoid exposure to liability altogether, while a slow, ineffectual response can sometimes result in an award of punitive damages.

ERISA

We help clients with ERISA Plan design, administration, and interpretation; and with regulatory compliance, monitoring and advocacy. Our representation includes profit sharing, 401(k), money purchase, and defined benefit pension plans. We draft, amend, and terminate ERISA plans to maximize benefits and minimize costs. And we prepare alternative plans that give our clients options that can boost benefits. We also assist with deferred compensation plans, including incentive stock options, nonqualified stock options, and cafeteria plans. The firm's ERISA litigators regularly defend clients in complex arbitration, litigation, and mediation. We also help them administer their plans. This work includes representing ERISA plans, which are legal entities subject to suit under ERISA, and the defense of fiduciaries such as employers and plan administrators. Our lawyers regularly speak at conferences and seminars and write on the topic of ERISA. Three of our partners co-authored the *Handbook on ERISA Litigation*, which is frequently cited by courts in ERISA decisions. We have also acted as ERISA counsel to leading trade associations, and prepared amicus briefs on their behalf in cases before the U.S. Supreme Court and federal circuit courts of appeal, including *Harris Trust*, *Mertens*, and *Sereboff*. Additionally, we acted as lead counsel before the Supreme Court in *Knudson v. Great-West Life & Annuity*

Insurance Co., 534 U.S. 204 (2002), a case clarifying the limited circumstances in which monetary relief is available under ERISA for breach of fiduciary duty claims.

Learn more about our [Employee Benefits, Compensation and ERISA](#) practice.

Learn more about our [ERISA Employee Benefit Plan Litigation](#) practice.

Trade Secrets/Non-Compete Litigation and Consulting

We help clients protect trade secrets, and litigate claims regarding breach of restrictive covenants and fiduciary duties, unfair and deceptive trade practices, and violations of various computer and data security laws. Due to the multifaceted nature of this practice, we rely on our team's extensive experience in intellectual property, labor and employment, and litigation. Additionally, our lawyers possess deep knowledge and experience regarding e-discovery, and applicable state and federal computer, internet, and privacy statutes. Learn more about our services regarding [restrictive covenants and trade secrets](#).

Experience

- Obtained complete defense verdict after a seven-day federal jury trial in case brought by a former employee against her former employer for violations of the Family Medical Leave Act (retaliation), the Florida Civil Rights Act (handicap, race, age, national origin, and sex discrimination), the Americans with Disabilities Act (handicap discrimination), the Age Discrimination in Employment Act (age discrimination), and Title VII (race, national origin, and sex discrimination).
- Secured the reversal and entry of judgment as a matter of law from the Eleventh Circuit on behalf of an employer whose former employee had obtained a jury verdict of a sexually hostile work environment and retaliatory termination.
- Procured summary judgment, and decision affirming same on appeal, for medical center accused of discrimination in violation of the Americans with Disabilities Act and Rehabilitation Act, intentional infliction of emotional distress, and violations of state statutes, for the medical center's failure to provide a sign language interpreter to hearing-impaired patient and his hearing-impaired wife.
- In a case in which a former employee alleged he was discharged because his wife sued his employer for sex discrimination and retaliation, established new law that "marital discrimination" under the Florida Civil Rights Act includes only the state of being or not being married, and does not include the status of being married to a specific individual.

- Obtained complete defense verdict, after six-day federal jury trial, in Section 1981 race discrimination case brought by a physician who was denied medical staff privileges at hospital.
- Counseled financial services firms on classification of employees and independent contractors.
- Defended broker-dealers before state department of labor in a dispute over classification of its financial representatives as independent contractors instead of employees.
- Obtained dismissal at EEOC and states' human rights commissions of discrimination claims against numerous clients.
- Obtained a defense jury verdict of an Americans with Disabilities Act action for a major insurance company.
- Advised life insurance company on acquisition of agents from competitor.
- Obtained injunctive relief and money damages for financial company in a case in which departing salesperson stole trade secrets and manipulated or destroyed electronic data.
- Assisted international manufacturing company with downsizing and closure of U.S. plant.
- Conducted investigation of copyright piracy and theft of IT software and equipment by corporate employees.
- Won summary judgment for *Fortune* 500 pharmaceutical company in breach of employment contract case.
- Obtained federal district court summary judgment in age discrimination complaint filed by a former senior executive of a major financial company; the decision was affirmed by the circuit court of appeals.
- Obtained summary judgment on a claim by a former senior executive of a major financial company seeking severance benefits.
- Investigation of whistleblower complaints.
- Defense of broker-dealer in FINRA arbitration over claims by former representative of wrongful discharge, defamation, breach of contract, and interference with business expectations.
- Obtained dismissal of state court action by airline pilot based on ruling that his fraud and intentional infliction claims were preempted by the Railway Labor Act.
- Obtained L-1 nonimmigrant visa petition approvals in two weeks for Japanese manufacturing company's engineer, project manager, and product development scientist.

- In collaboration with attorneys in the Corporate and Tax group who represent a Turkish company with several foreign affiliates, obtained E-2 (employee) visa for Turkish managing director within two weeks of submission from the U.S. Consulate in Istanbul.
- Conducted internal I-9 audits of construction company's workforce of more than 500 current employees and 500+ terminated employees.
- Written I-9 company policy for companies in the construction and real estate development industry.
- Obtained an O-1 visa (exceptional ability) and O-2 (essential support personnel) for a well-known tennis professional and assistant coach from Chile.
- Obtained E2 (investor) visa for Brazilian nationals opening numerous franchise locations for the No. 1-ranked hair care franchise in the United States.

Insights

01.24.2024

California Courts Lack Authority to Strike PAGA Claims on Manageability Grounds, but Due Process Could Be a Ticket Out

12.20.2023

New Merger Guidelines Cap Off a Year of Hostility to Employers — 2023 Closes With Antitrust Agencies' Most Radical Foray Yet

11.08.2023

DOL Tries Once Again To Define What Constitutes Investment Advice Under ERISA

09.28.2023

NLRB Stacks Deck in Favor of Employees: Employers Must Play Cards Defensively or Go Bust

08.05.2023

Employers Should Prioritize Reviewing Their Handbooks in Light of New NLRB Decision

06.29.2023

New Florida Immigration Law and E-Verify Requirements for Employers

06.10.2023

2 Ways Calif. Justices' PAGA Ruling May Play Out

06.02.2023

NLRB Ratchets Up Campaign Against Noncompete Agreements

04.26.2023

Companies See Big Rise in Labor & Employment Class Actions and Defense Spending

03.10.2023

California Employers May Wish to Update Their Arbitration Agreements in Light of New California Court of Appeals Decision Involving PAGA

02.23.2023

NLRB New Rule Affects How All Employers Should Approach Severance Agreements and Other Employment Contracts

02.17.2023

Ninth Circuit Rejects California Ban on Mandatory Arbitration as a Condition of Employment

01.28.2023

Decision Against McDonald's Includes Important Lessons For Employers About Sexual Harassment in the Workplace

01.06.2023

FTC Proposes Nationwide Ban on Noncompete Agreements for All Employers: How to Comment on This Proposed Rule

01.04.2023

Firefighter Who Allegedly Dealt Drugs Done in by Lying

10.26.2022

EEOC Releases Updated "Know Your Rights" Job Discrimination Poster

09.08.2022

Terminal Funding Annuities Smooth Rough Seas for Defined-Benefit Plans

08.02.2022

New Cases Apply Title IX to Independent Schools: Tips for Schools and Next Steps

06.23.2022

U.S. Supreme Court: FAA Preempts California Labor Law to Extent It Prevented Enforcement of Individual Arbitration Agreement

05.16.2022

Companies Report Rise in Labor and Employment Class Actions: Will the Trend Continue Through 2022?

05.11.2022

DOL Stakes Out New Fiduciary Concept: Plaintiffs Would Uproot It

05.11.2022

401(k) Climate Change and Crypto Considerations: DOL Nurtures the Former but Clips Crypto at the Roots

02.24.2022

Second Circuit Dismisses Appeal of Order Compelling Arbitration in Labor Dispute, Extends Prior Holding in *Cheeks v. Freeport Pancake House Inc.*

02.22.2022

Ninth Circuit Concludes Domino's Drivers Are Exempt From FAA

02.10.2022

Sexual Harassment Claims, Individual and Classwide, Can No Longer Be Forced to Arbitration by Employers

02.01.2022

CT Court Reverses Decision, Drops Hartford Probationary Police Officer's Bias Claim

02.01.2022

SDNY Confirms Arbitration Award in Employment Dispute, Finds Arbitrator Did Not Manifestly Disregard Law

01.15.2022

The Status of Vaccination Mandate Laws: What Is Being Enforced?

12.01.2021

Friday the 13th Lawsuit Scares Up Lessons on Employees vs. Independent Contractors

11.10.2021

Jamaica's Data Protection Act: What Your Business Needs to Know for 2022

11.10.2021

Preparing for New Federal Vaccine Mandates: What Businesses Need to Know

11.05.2021

Health Care Worker Vaccine Mandates: New Strings Attached for Federal Funds

10.29.2021

DOJ's New Enforcement Team May Intensify Push to Recover Cyberattack Payments

10.14.2021

COVID-19 Accommodation Trends Relating to Vaccination and Remote Work

10.07.2021

What Contractors Need to Know About Vaccination Mandates and New "Safer Federal Workforce" Guidance

09.27.2021

Performance Feedback in the Age of Cancel Culture

09.16.2021

Construction Contractor Compliance Update: Government Audits, Vax Mandates, and More

09.10.2021

White House Announces Vaccine Mandates for Large Employers

07.30.2021

Full-Blown OFCCP Construction Contractor Compliance Evaluations May Soon Be on the Horizon
– Are You Ready?

07.24.2021

Federal Court Upholds University's Vaccine Mandate

06.22.2021

Practical Issues for Transitioning to a Post-Pandemic Workplace

06.21.2021

New Salary Range Disclosure Law May Create Headaches for Connecticut Employers

04.01.2021

Doctor Alleges Wrongful Termination, Defamation

03.31.2021

Creating an Effective (and Legally Defensible) Metrics-Driven Workplace Diversity, Equity, and Inclusion (DEI) Program

03.26.2021

OSHA's COVID-19 National Emphasis Program Will Increase Targeted Inspections Beginning March 26

03.08.2021

Federal Legislation to Bar Discrimination Based on Sexual Orientation or Gender Identity Passes in the U.S. House, Is Under Consideration in the Senate

03.01.2021

California Supreme Court Prohibits Rounding Meal Break Time

02.26.2021

OSHA to Investigate Whistleblower Retaliation Complaints Under Newest Antitrust and Money Laundering Laws

02.25.2021

Department of Labor Imposes Additional Requirement on Employer-Provided Health Services

01.22.2021

President Biden Directs OSHA to Escalate COVID-19 Safety Precautions

01.21.2021

Addressing Political Activism When Tempers Flare in Workplace

01.21.2021

California's COVID-19 Exposure Notification Law May Spread to Other States

01.15.2021

The New OFCCP: Which of Trump's Policy Directives Will Be Dropped After Biden Takes Office?

12.31.2020

COVID-19 Workplace Vaccination Campaign Additional Resources

12.31.2020

COVID-19 Workplace Vaccination Campaign Messaging Strategy Checklist

12.31.2020

Developing a COVID-19 Workplace Vaccination Campaign: Common Questions and Answers

12.18.2020

Mandating COVID-19 Vaccines in the Workplace: EEOC Issues Updated Guidance

12.15.2020

DOL to Plan Sponsors: "It's All About the Benjamins!"

12.15.2020

Arbitration Provision Survives Agent Termination

11.12.2020

Gauging the Impact on Employers of the 2020 Presidential Election: Part Two

11.02.2020

The Latest on EO 13950: The Fate of Workplace Diversity Training May Rest on the Election

10.06.2020

Gauging the Impact on Employers of the 2020 Presidential Election - A View from the Nation's Capital

10.02.2020

COVID-19 Workplace Concerns Prompt New Employer Obligations in California

09.29.2020

Tips for Fine-Tuning Workplace Vaccination Policies During Pandemic

09.22.2020

Ledgers and Law: Beyond Face Masks: HR and Employment Considerations During and After a Pandemic

09.14.2020

DOL Revises and Clarifies Temporary Rule Relating To the Families First Coronavirus Response Act

09.14.2020

Federal Judge Blocks Significant Portions of DOL's Joint Employer Rule

09.03.2020

California Bill Extending Employment and B2B Compliance Obligations for CCPA Heads to Governor Newsom's Desk

08.11.2020

When Terminated Employees Steal: Cases of Purloined Company Documents

07.06.2020

What the Supreme Court's LGBT Ruling Means for Future EEOC Title VII Enforcement

06.26.2020

Six Tips to Step up Employment Policies After the Blockbuster Supreme Court LGBT Ruling

06.09.2020

Guess What? The EEOC Doesn't Always Need an Individual Charge to Investigate Possible Discrimination at Your Workplace

05.26.2020

5 Employment Policies to Draft or Redraft With Coronavirus Hindsight

05.15.2020

When Referrals Are Felonies: Health Care Providers Should Review Their Referral Practices to Avoid the DOJ's Wrath

05.07.2020

EEOC's Recent COVID-19 Guidance Clarifications Underscore Legal Perils of Barring At-Risk Individuals With Disabilities From Returning to Work

05.01.2020

Return-to-Work Series: Will COVID-19 Force a Change in Workplace Flexibility Programs and Expectations?

04.28.2020

Fourth Circuit Affirms Summary Judgment for Employer on Hostile Work Environment Claim, Vacates for Employer on Retaliation Claim

04.16.2020

District Court Compels Arbitration for Claims Against Supervisor Despite Plaintiff's Claims Regarding Never Seeing or Signing Agreement Containing Arbitration Clause

04.14.2020

Using the EEOC's "Interactive Process" Framework to Address COVID-19 Reasonable Accommodation Requests

04.13.2020

Intel's Intel Doesn't Prove Actual Knowledge: Court Rejects Short ERISA Statute of Limitations

04.09.2020

OMB Approves Construction Contractor "Compliance Check" Scheduling Letters – With All Signs Pointing to Increase in Construction Contract Audit Activity

04.03.2020

Practical Workplace Issues: The Latest from DOL and the EEOC Regarding COVID-19

03.31.2020

Third Circuit Addresses Interplay Between LMRA and FAA and Affirms Arbitration Award in Favor of Union Under Collective Bargaining Agreement

03.23.2020

Workforce Sheltering in Place? Keeping Privacy in Place During COVID-19

03.21.2020

Understanding the Key Employer Requirements of the Federal Families First Coronavirus Response Act

03.20.2020

Practical Answers to Real-World COVID-19 Workplace Questions (Part Two)

03.19.2020

New York Enacts Temporary COVID-19 Worker Leave Bill; Final Version Deletes Proposed Permanent Paid Sick Leave Program

03.19.2020

My Clients Are Canceling Contracts and Demanding Refunds, but I've Already Paid Commissions to My Sales Force ... What Do I Do?

03.18.2020

Do I Still Get Paid? California Employers Facing Tough Questions After Shutdowns Due to COVID-19

03.18.2020

Practical Answers to Real-World COVID-19 Workplace Questions (Part One)

02.28.2020

NLRB's Joint Employer Rule Signals a Welcome Return to Sensible Workplace Regulation

02.14.2020

Construction Contractors Take Note: OFCCP's Industry-Focused Technical Assistance Guide (TAG) May Prove Helpful in Preparing for Anticipated "Compliance Check" Reviews

01.15.2020

Recent EEOC Enforcement Activity Underscores Importance of Proactive Workplace Harassment Prevention

01.07.2020

Who Me? Couldn't Be: Eleventh Circuit Finds Plaintiffs Lack Standing to Sue Ala. Attorney General in Equal Protection Lawsuit

12.30.2019

Recession Preparation 101: Plan for Potential Layoffs Ahead of Time

11.14.2019

Prudent Process Defeats DOL

09.13.2019

California Employers Win Major Damage Limitation in Wage and Hour Suits

08.13.2019

Labor and Employment Cases Top the Class Action List in Latest Carlton Fields Survey

07.19.2019

Fifth Circuit Bars Notice of FLSA Collective Actions to Arbitration-Bound Employees

07.01.2019

S1:E11 - Not All Fun and Games: Employment Issues in the Esports and Gaming Industry

05.20.2019

A Primer on Employment Taxes

05.17.2019

Gender Diversity with Mediators, Arbitrators, and Expert Witnesses

05.15.2019

Opt-Out Arbitration Program Binds Employees in Wage and Hour Class Action

04.19.2019

Name, Sex, and (Not) DOB? Connecticut Bill Could Ban Asking About Age

04.04.2019

Building an Ark: Protecting Employee Data in the Data-Breach Era

04.04.2019

Circuit Court Rules Insurance Agents Are Not “Employees” Under ERISA

04.01.2019

Caps Off to You: DOL Proposes Raising Salary Cap

03.20.2019

Be Prepared for the Next Wave of Biometric Data Laws: Five Tips for Businesses

03.18.2019

Trial Checklist

03.07.2019

EEO-1 Pay Data Collection Stay Held "Arbitrary and Capricious"

01.18.2019

Seventh Circuit: Class Arbitration Is For Courts to Decide, Not Arbitrators

12.18.2018

Sixth Circuit Holds Employer Has No Duty to Notify of Conversion Options

12.13.2018

U.S. Immigration Policy and Procedural Changes Impacting Foreign Students

11.28.2018

The Future Of LGBT Protections: Will High Court Weigh In?

11.19.2018

Three Takeaways from the DOL's New Labor Condition Application Form

11.07.2018

Policy and Practice Changes Impact the O-1 Visa

10.11.2018

The EEOC Finds Workplace Harassment Pervasive and Identifies It as A Priority

10.01.2018

In California, a New Era in U.S. Privacy

05.08.2018

Fifth Circuit Dashes Delivery Driver's Bid to Keep Wage Hour Claims Out of Arbitration

04.23.2018

More Product Liability and Antitrust Class Actions, Rising Class Action Spending Among Trends in Latest Class Action Survey

03.31.2018

Enforcement of DOL's New Best Interest Contract Exemption's Anti-Arbitration Condition is Enjoined

02.20.2018

FLSA Conditional Certification Standard Bites Plaintiffs

02.19.2018

Tax Incentive for Paid Family Medical Leave May Alleviate FMLA Benefit Complications

02.01.2018

Practical Insights on DOL Guidance Affecting Retirement, Medical and Disability Plans

12.21.2017

Parking Is Now A Taxable Expense

12.21.2017

Parking Is Now A Taxable Expense

12.18.2017

Minimum Wage in the Many 'States' of California

12.05.2017

The DOL's Fiduciary Rule: An Update and Practical Advice

11.29.2017

Matt Lauer Too? Unlike Cats, VIPs No Longer Have Nine Lives

11.20.2017

Tax Reform and Accumulated Leave (aka "Special Pay") Plans

10.02.2017

The DOL Fiduciary Rule: Charting a Course, Avoiding Collisions & Potential Litigation Q&A #3

09.26.2017

The Fiduciary Rule Status Update

09.18.2017

Retirement Plan and Leave Donation Programs During States of Emergencies

08.15.2017

The DOL's Fiduciary Rule

07.11.2017

Are your Workers Employees or Independent Contractors?

06.27.2017

New Criminal History Hiring Regulations for California Employers

06.23.2017

The DOL Fiduciary Rule: Charting a Course, Avoiding Collisions & Potential Litigation

12.21.2016

Remind Employees to Update Beneficiary Designations

12.15.2016

The Potential Impact Of a Trump Presidency on Employers (Webinar)

11.23.2016

Injunction Placing New Overtime Rule on Hold Affects Employers in Every Industry

11.10.2016

The Potential Impact Of a Trump Presidency on Employers

09.22.2016

2018 Diversity Visa Lottery Program: Cuba, Ecuador, and Guatemala Eligible to Register

09.02.2016

Ivanka Trump Intern Controversy Offers Key Reminders for Businesses

08.31.2016

Changes To Florida's New Anti-Corruption Law Take Effect October 1

08.22.2016

Heal Thyself: Insider Threats to Heed, Especially for Industries with Large Amounts of Personal Information

07.29.2016

California Supreme Court Holds that Whether Arbitration Will Proceed on Class Basis is an Issue for Arbitrator, not Court

05.18.2016

DOL Raised The Bar: Final White Collar Overtime Exemption Rule Doubles Salary Threshold

04.05.2016

California Supreme Court Rules Employers Must Provide Suitable Seats to Workers When Reasonably Permitted by the Job and Circumstances

03.30.2016

The Aftermath of Tyson Foods: Lessons for Employers

03.18.2016

High Court's Amgen Ruling Reaffirms Heightened Pleading Standard For ERISA Stock-Drop Suits

02.29.2016

SCOTUS v. the Ninth Circuit on Failure to Enforce ERISA Stock-Drop Pleading Standard

02.09.2016

Employers May Face Significant Changes to Federal EEO-1 Reporting Requirements

01.22.2016

Florida Appellate Court Finds Widow Could Independently Bring FCRA Discrimination Claim After Her Husband's Death

12.15.2015

Supreme Court Confirms Enforceability of Class Action Waivers

10.30.2015

"Contractor?" I do not think that employers' liability exclusion means what you think it means

10.22.2015

McCarran-Ferguson Lands A Jab On Federal Arbitration Act

10.12.2015

4 Reasons Why Companies Can Ask Exempt Employees to Work for 'Free'

10.05.2015

What Employers Must Know About Wage and Hour Law

10.01.2015

5 Workplace Safety Tips to Protect Employees from Violent Co-Workers (While Complying with Employment Laws)

09.30.2015

California Employment Law and Arbitration: The Battle Intensifies

09.15.2015

9 Things Employees Should Do to Prevent Data Breaches

08.27.2015

Two Key Insurance Considerations For Startups

08.27.2015

5 Workplace Safety Tips to Protect Employees from Violent Co-Workers (While Complying with Employment Laws)

08.24.2015

Unpaid Internships: Tips for Avoiding Legal Liability

08.14.2015

Immigration Law for Startups: Best Practices, Prime Options, and Common Pitfalls

08.11.2015

Hiring Considerations for Startups: A Checklist

08.03.2015

An HR Challenge: Finding and Fixing Overtime Misclassifications in 4 Steps

07.28.2015

10 Tips for Minimizing Company Liability for Terminating Employees who Steal Trade Secrets

07.20.2015

DOL Guidance Suggests Many Independent Contractors are Misclassified and Should be Covered by The FLSA

07.01.2015

Department of Labor Issues Long-Anticipated Rule Increasing Salary Level Test Applicable to White Collar Exemptions Under the FLSA

06.15.2015

For Life Insurers and Agents – A Summary of Predicted Litigation Under the DOL's Proposed Fiduciary Rule

06.15.2015

Sixth Circuit Holds No Disgorgement of Profits Based on Wrongfully Denied ERISA Disability Benefits

06.04.2015

What Does the Supreme Court's *Tibble* Ruling Mean for Practitioners and ERISA Fiduciaries?

05.29.2015

Due Diligence in Cross-Border Acquisitions Paving the Road to Enter or Run Away From a Deal in Brazil

05.22.2015

USCIS to Accept Employment Authorization Applications from Certain H-4 Dependent Spouses

05.20.2015

Supreme Court Clarifies Scope of Fiduciary Duty Under ERISA

04.10.2015

Employment Settlement "Don't Reapply" Clauses Threatened by Ninth Circuit Expansion of California's Business and Professions Code Section 16600

03.25.2015

Florida Supreme Court Thwarts Attempt to Circumvent "Exclusive Remedy" Provision

03.10.2015

A Different Kind of Data Breach—Loss or Disclosure of Company Information by Employee Theft

02.27.2015

Key Employment And Immigration Issues Facing Banks Today

01.28.2015

A New Year, New Obligations for Employers

01.22.2015

Divorce and Beneficiary Designations—Florida Law Changes

01.20.2015

Employment and Labor Law Road Map for Employers Entering the U.S. Market

01.15.2015

In Florida, Recognition of Same-Sex Marriage Will Impact Employers

01.15.2015

A Primer on the Intentional-tort Exception to Employers' Workers' Compensation Immunity

01.08.2015

The Benefits of Settling Employee Wage Claims Through the Department of Labor

12.17.2014

Employment and Immigration Issues Facing Banks

12.17.2014

NLRB Rejects Ban On Personal E-mail At Work

10.27.2014

Treasury Department and IRS Allow Lifetime Annuity Contracts as Investments by Target Date Funds

08.28.2014

What Fifth Third Bancorp v. Dudenhoeffer May Mean for ERISA Stock-Drop Litigation

07.08.2014

First Circuit Finds for Life Insurer in ERISA Class Action Challenging Retained Asset Accounts to Pay Life Insurance Benefits

07.03.2014

How to Avoid Emerging Wage & Hour Risks: Exempt or Non-Exempt, Contractor Liability & Minimum Wage Hikes

07.02.2014

Employers Fight Back Against Whistleblowers

06.23.2014

California Law on Arbitration Changes... Again

06.02.2014

Employers: Are You at Risk for Immigration and I-9 Audits?

05.27.2014

Managing the Risks of a Mobile Workforce

05.22.2014

Wage and Hour Lawsuits Pose an Ongoing Threat

05.06.2014

Tips to Ready Employers When Immigration Agencies Come Knocking

05.06.2014

10 Practical Compliance Tips for Growing Companies

03.31.2014

Sixth Circuit Revisits Controversial ERISA Decision

12.02.2013

Hiring and Retaining Individuals with Criminal Histories

10.15.2013

Number of Employees as an Element of Florida's Private Sector Whistle-blower Act: Guidance from Federal Employment Case Law

09.23.2013

8 Tips to Help Health Care Providers Minimize Possible Wage Liability for Student Interns

09.23.2013

Risky Business: "Bring-Your-Own-Device" and Your Company

09.05.2013

Treasury and IRS Provide Guidance for Same-Sex Married Couples

07.31.2013

How to Control a Reduction in Force

07.17.2013

Top Ten Ways to Avoid/Minimize Employer Liability for Overtime Pay

05.28.2013

Labor Department Intends to Require Added Information on 401(k) Statements

05.09.2013

Steps to Consider Before Hiring an Employee from a Competitor to Minimize the Likelihood of Litigation

04.18.2013

Supreme Court Finds Equitable Defenses Do Not Override ERISA Plan Terms

04.02.2013

IRS Temporarily Liberalizes Requirements for Employment Tax Partial Amnesty Program

03.14.2013

Second Circuit Finds Jurisdiction Under ERISA to Decide Insurer's Counterclaim for Overpaid Plan Benefits

01.30.2013

Discussion Draft of Application Privacy, Protection, and Security Act (APPS Act) Released

11.16.2012

NLRB Tackles Social Media Policies and a Firing Related to a Facebook Posting

08.01.2012

Labor Department Modifies Disclosure Regarding Brokerage Windows in Participant-Directed Plans

04.24.2012

Legislative Changes Give Georgia Employers Cause to Review the Restrictive Covenants in Their Employment Contracts

02.08.2012

Second Circuit Vacates Class Certification Order in Long-Running ERISA Retirement Plan “Revenue Sharing” Case

02.03.2012

Department of Labor Issues Final Regulation Relating to Fee Disclosures by Service Providers to Plan Fiduciaries

01.10.2012

NLRB Rules Against Class Action Waivers

12.30.2011

Department of Labor, Fair Labor Standards Act PowerPoint

08.09.2011

Chronic Absenteeism and Employer Policy Violations Now Preclude Employees from Collecting Unemployment Compensation Benefits

07.01.2011

Employers Take Risks When Asking for Access to Social Media Sites

03.31.2011

ADAAA Regulations Alert

03.15.2011

Florida Likely to Require Employers to Use E-Verify

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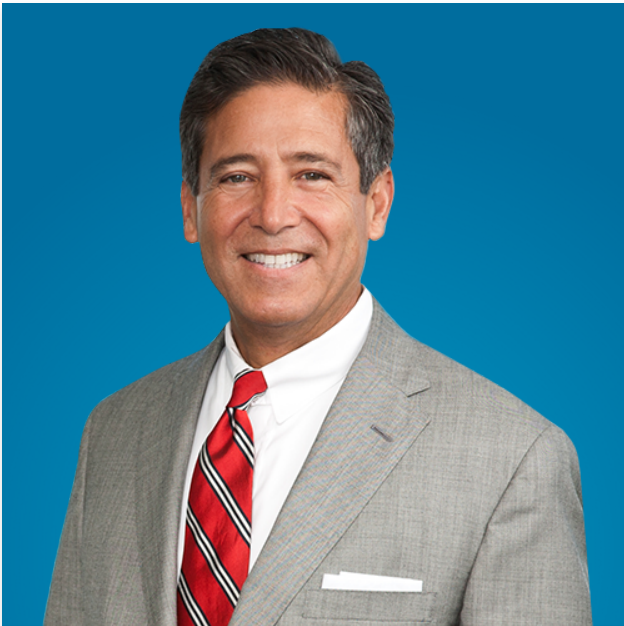


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