Foster Garvey

Employment Services

Preventing workplace issues from becoming legal problems

Today's employers face workforce challenges that extend far beyond basic compliance. We help organizations build employment frameworks that protect their interests while supporting operational excellence. Working alongside management and HR teams, we develop targeted strategies that address the full spectrum of workplace needs, from strategic planning to policy development and training programs to day-to-day employment decisions and conflict resolution. Our goal is to help you maintain a productive workforce while minimizing legal exposure.

When employee concerns escalate into formal complaints or lawsuits, we deliver powerful advocacy to protect your organization. Our team has extensive experience successfully defending employers in a broad range of employment and labor disputes before administrative bodies, in arbitration proceedings and in federal and state courts. We also have success with mediation, including early dispute resolution.

No matter your industry or size, our team understands the unique challenges you face and will deliver tailored solutions to meet your workforce needs. We work with both public and private employers, large and small, and have particular depth in sectors that include health care systems and retirement communities, schools, construction companies, public sector municipalities and special purpose districts, as well as hospitality, financial services, technology and professional services.

Advice and Counseling Services

We provide day-to-day advice, counseling and management training, ensuring your team stays up-to-date and in compliance with labor and employment laws. Our attorneys work with clients to answer questions and resolve issues in matters involving discrimination, harassment, retaliation, reasonable accommodation, employee leave, wage-and-hour requirements, employee restrictive covenants, corrective action, terminations, drug testing and threats of employee violence. We also frequently assist with drafting or auditing employment policies, handbooks and procedures to make sure they are current with applicable rules and regulations.

Training is a cost-effective way for a business, particularly its managers, to learn how to prevent challenging workplace issues. We offer customized, interactive training sessions with real-world examples that will equip your managers with practical tools and tactics they can implement right away.

Clients often seek out our training assistance on a variety of topics that include:

- Basic managerial skills such as interviewing and hiring, performance reviews, discipline and termination
- Managing in a union environment
- Preventing harassment/discrimination/bullying

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- Investigating harassment and other complaints
- Employee leaves of absence
- Proper accommodation and administration of injured and ill workers
- Wage and hour basics, including employee classification, meal and rest periods, on-call and travel time and working off the clock
- Guidelines for legally permissible conduct by managers encountering union-organizing activity
- Preventing and addressing workplace violence, fraud and theft

Foster Garvey is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP℠ or SHRM-SCP℠. For more information about certification or recertification, please visit www.shrmcertification.org.

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