

**EMPLOYMENT LAW**





## PROVEN LEGAL EXPERTISE ON LABOR AND EMPLOYMENT ISSUES

Higgs Fletcher & Mack's *Labor & Employment Group* has extensive, time-tested experience representing California employers with their employment needs, including advice, counseling, and litigation:

### *Employment Litigation*

- Wage & Hour Disputes and Class Actions
- Protected Class Discrimination Claims
- Harassment Claims
- Retaliation Claims
- Protection of Trade Secrets and Confidential Information
- Disability Related Claims
- Management-Side Collective Bargaining
- Pregnancy-Based Leave Claims
- ERISA Claims and Expert Witness
- Whistleblower Retaliation Claims

### *Employment Advice & Counseling*

- Pre-Termination Counseling
- Drafting Employee Handbooks
- Drafting Executive Compensation and Benefit Plans
- Preparing Separation Agreements
- Preparing Non-Solicitation Agreements
- Drafting Incentive Agreements
- Wage and Hour Compliance
- Prevailing Wage Issues
- Reductions in Force ("RIFs")



## **EMPLOYMENT LAW ATTORNEYS** **ADVOCACY IN ACTION**

For over 70 years our attorneys have provided highly effective representation to employers of all sizes and industries throughout California. When employers face a lawsuit such as a harassment complaint, charge of discrimination, or wage claim, the time and effort required to address the matter can quickly become unmanageable, drain resources, and negatively affect business.

Our attorneys recognize this reality and serve as integral members of your team to develop a litigation strategy, quickly analyze risk, and efficiently resolve disputes. We focus on relieving your stress, and allowing you to focus on managing your business's bottom line.

Our courthouse experience and impeccable reputation provide clients the advantage they deserve while achieving the highest level of advocacy and representation.

## **PROACTIVE ADVICE DESIGNED TO AVOID LITIGATION & REDUCE EXPOSURE**

The *Labor & Employment Group* provides thoughtful advice and comprehensive counseling on best practices and internal policies to help manage operations and avoid costly disputes. Our experienced attorneys are dedicated to managing risks and protecting your company from exposure.



## **SAMPLE INDUSTRIES SERVICED**

- Automobile Dealerships
- Biotech
- Construction
- Education
- Financial & Other Professional Services
- Gaming & Casinos
- Healthcare
- Hotels
- Non-profits
- Public Entities
- Restaurants
- Retail
- Security
- Telecommunications
- Transportation
- Renewable Energy
- Manufacturing

## UNIVERSAL EXPERTISE. LOCAL FOCUS.

Founded in 1939, Higgs Fletcher & Mack is San Diego's oldest, full-service law firm. We make it our business to know our clients, constantly expanding and evolving to meet their needs. We look for solutions, focusing on the economics of our clients' interests. The firm's 70+ lawyers are, individually and collectively, committed to the personal and professional values that make us exceptional in the legal services industry.

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