HIGGS | FLETCHER | MACK

TRUSTED LEGAL EXPERTISE

Employment Law

HFM's Labor & Employment Group helps California employers effectively navigate the complex array of state and federal laws regulating contractual relationships with employees.

With a nearly 80-year history of representing local and national companies, the breadth of HFM's experience covers the full gamut of employment issues. Some of the matters we handle include providing counsel and guidance on the following:

- Employment Advice
- Employee Handbooks
- Employee Investigations
- Separation Agreements
- Employee Terminations
- Wage/Hour compliance
- Employment Litigation
- Harassment
- Discrimination
- Retaliation
- Whistleblower
- Labor Law (Management-Side)
- Management-Side Collective Bargaining
- Prevailing Wage
- Wage & Hour (Individual/Class Action)
- Reductions in Force ("RIFs")
- A Philosophy Based on Cost Containment

Our strategical approach centers around the understanding that employee issues represent an extraordinary expense to employers, and related litigation stresses already taxed fiscal responsibilities and valuable resources. Notably, the majority of California and federal employment laws contain attorneys' fees provisions that allow plaintiffs to recover attorney's fees should they prevail.

HFM's Labor & Employment Practice Group attorneys understand the tremendous risks for employers, and advise and direct solutions that minimize the financial impact of employment and labor litigation. Our cost-driven philosophy translates into a commitment to constantly review every case from a business solution perspective in order to determine the best course of action—early resolution, fact investigation, or aggressive defense.

EDWIN M. BONISKE

STEVEN M. BRUNOLLI

STEVEN J. COLOGNE

ALEXIS S. GUTIERREZ

KENNETH C. JONES

FRANCISCO LOAYZA-ROMERO

Employment Law

KYLE W. NAGEOTTE

DEREK W. PARADIS

JAMES M. PETERSON

JAMIE M. RITTERBECK

JACOB T. SPAID

GEOFFREY M. THORNE

KEVIN L. WHEELER