

LABOR AND EMPLOYMENT

Bracewell & Giuliani helps employers maintain a competitive and productive workplace. We work with clients to craft customized solutions that ensure compliance with federal and state labor laws, minimize disputes with employees, avoid litigation, and defend employers strategically and aggressively in individual and collective or class actions when they are involved in litigation.

The firm emphasizes employer representation. We recognize that business objectives are the key drivers of responsible labor and employment policies and initiatives. Our attorneys provide a full range of services regarding:

- Human resources policies and procedures, including handbooks and communication programs, wage and hour compliance standards, management training programs, and audits of program and policy effectiveness
- Compliance with federal and state statutes and regulations, including ADA, EEOC, FMLA, FLSA, OSHA, ERISA, NLRA, RLA, Sarbanes-Oxley, as well as compliance-related investigations
- Defense of claims of unlawful discrimination, harassment, civil rights violations, affirmative action violations, discipline and discharge challenges, and other workplace claims against employers
- Labor/management relations, including union elections, union recognition, collective bargaining and proceedings before the NLRB
- Workplace compliance issues including wage and hour law, plant closing and layoff, and labor antitrust issues
- Contractual, equity and deferred compensation agreements, and severance agreements for executives
- Guidance on the privacy, portability, electronic transmission, and security of protected health information under HIPAA
- Retirement and welfare employee benefit plans, including ERISA ramifications.

Bracewell has one of the largest labor and employment practices in the country. Our lawyers represent public and private employers in industries as diverse as chemicals, schools, energy, financial services, foods, health care and technology. A number of our lawyers are board-certified in Labor and Employment Law by the Texas Board of Legal Specialization, have been elected Fellows in the College of Labor and Employment Lawyers, and are listed in The Best Lawyers in America 2009. Our team also reflects the diversity of our clients' workplaces, including fluency in several languages.