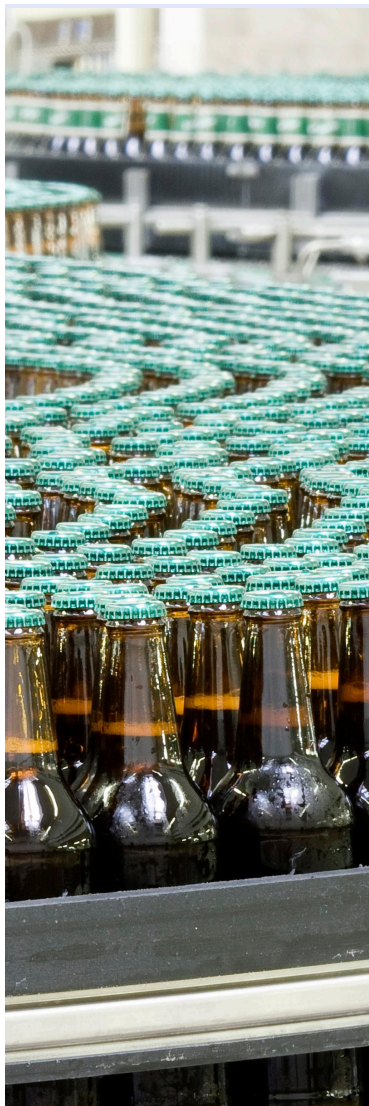
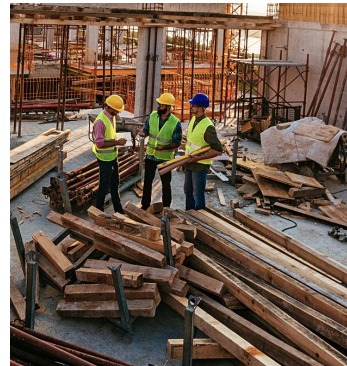


# Labor & Employment



No matter the size or nature of a company's workforce, preventing and resolving labor and employment issues is critically important to ongoing success.

Tonkon Torp's relationship-based approach offers practical solutions to labor and employment issues for a diverse group of employers. We help our clients manage employee relations, protect competitive positions, deal with union activity, and prevent and defend employment litigation.

Our L&E practice group has attorneys licensed in Oregon, Washington, California, and Montana.

## Labor & Employment Advice

Compliance is crucial to a productive workplace, and to minimize exposure to litigation. Our attorneys help companies comply with local, state, and federal employment laws by identifying problem areas and developing appropriate policies, procedures and agreements – and/or training management and employees regarding the same – on a wide variety of topics, including:

- Harassment, discrimination, and retaliation
- Wage and hour
- Leaves of absence
- Disability and reasonable accommodation
- Pay equity
- Onboarding, evaluation, discipline, and discharge procedures
- Employee mobility (e.g., non-compete and non-solicit agreements)
- Closures, downsizing, and layoffs, including WARN compliance
- Employment handbooks
- Affirmative action plans
- OFCCP audits
- Workers compensation
- Data security and workplace privacy
- OSHA and workplace safety
- Business immigration



Our Labor & Employment group has been consistently recognized by these leading legal rating entities, among others:

- Chambers USA: America's Leading Lawyers for Business
- *The Best Lawyers in America*®
- U.S. News – *Best Lawyers*® "Best Law Firms" (Portland Metro)
- Oregon Super Lawyers



## Labor Relations

We help employers navigate labor relations and union issues, from grievances to negotiating labor practices. We effectively represent employers in connection with the following issues:

- Unfair labor practice actions with the NLRB
- Strikes and injunctions
- Union organizing campaigns
- Representation and decertification elections
- Collective bargaining
- Union grievances and labor arbitrations
- Labor management relations
- Local government and municipality labor relations
- Union avoidance
- Strike defense and contingency planning
- Construction labor law

## Employment Litigation

When a workplace dispute escalates, we help our clients resolve the problem so the company can get back to business. Our attorneys are experienced with defending employment claims in all levels of federal and state courts, as well as in front of agencies (such as BOLI, EEOC, and DFEH), in arbitration, and through alternative dispute resolution, such as mediation. Tonkon's L&E attorneys have litigated all over the country, with a particular focus on matters of all sizes and sophistication in Oregon, California, and Washington.

We have experience litigating just about every type of employment-related claim, including:

- Harassment, discrimination, retaliation, and whistleblowing
- Wage and hour, including state- and nationwide class actions
- Family and medical leave
- Wrongful termination and other tort claims
- Employment contract disputes
- Pension and employee benefits
- Misappropriation of trade secrets and enforcement of non-competition agreements



We fit business to a T.