

# BOND

## LABOR AND EMPLOYMENT

### Responsive counsel. Reliable representation. Put experience, knowledge and insight to work for you.

Never static, an employer's legal obligations are constantly evolving. These obligations are complicated, and keeping up with them can become overwhelming. That's why you need Bond, Schoeneck & King. Bond's labor and employment lawyers know your business and legal issues and are uniquely positioned to help you maintain positive labor/employee relationships while attaining your business objectives.

#### Call Bond – Your Clear Choice

Bond and its team of more than 100 labor and employment attorneys—one of the largest practices in the Northeast—provide you and your business with a full range of labor and employment services. Whether your business is a Fortune 100 company or a nonprofit organization, you need advice or representation, or both, Bond is your clear choice.

#### Why Choose Bond?

- **Recognized, proven representation.** We represent your business with the highest degree of skill and astuteness that can only come from extensive experience. Bond represents more Upstate New York employers in cases before the National Labor Relations Board (NLRB) and approximately twice as many Upstate New York employers in employment discrimination litigation as any other law firm.\*
- **Holistic approach.** We examine your issues from all relevant perspectives and see the big picture at once. In addition, we can call on colleagues across other Bond practices to ensure that we address your issues in an all-inclusive manner. Our firm comprises 23 practice areas and 10 industry groups. Rarely will an issue arise that we haven't encountered before.
- **Prompt attention.** Thanks to our numerous office locations and our dedication to client service, we are always close by and readily available—whatever suits your style and time. We understand the urgency in dealing with labor and employment issues and we respond to your requests promptly. In fact, Bond has been named to the BTI Client Service A-Team as among the best firms in delivering client service excellence.
- **Proactive counsel.** Major payouts, bad press and decreased employee morale are just some of the fallout of lawsuits that we endeavor to help you avoid. We counsel on how to be proactive and take timely steps to achieve and maintain legal compliance and minimize litigation risks—better positioning you to avoid lawsuits rather than defend them.
- **Affordable counsel and representation.** You get big-city experience for less than you might expect thanks to our unique cost structure. Compared to our competitors, Bond's rates are quite favorable.
- **Shared knowledge and insight.** You receive priority invitations to our educational offerings that cover substantive topics such as workplace investigations, severance benefits, and Family and Medical Leave Act (FMLA) challenges. We're passionate about keeping our clients informed on legal developments and industry trends.

#### About Bond, Schoeneck & King

Bond serves individuals, companies and public-sector entities in a broad range of areas.

With more than 300 lawyers and 14 offices, we represent clients in manufacturing; agribusiness; commercial lending and real estate and construction; energy; health care and long term care as well as municipalities, school districts, higher education and other exempt and nonprofit organizations. We maintain 10 offices across New York; and one each in Boston, Kansas City, Naples and Newark.

Bond is committed to understanding our clients' needs and providing comprehensive, practical, high-quality and responsive solutions. We strive to maintain the highest professional and ethical standards, and to provide leadership in community activities, pro-bono work and service to the Bar.

For more information, visit [bsk.com](http://bsk.com).

\*Results of the 2013 Study of Labor Activity Within Region 3 of the NLRB published by Bond and the Bond 2012 Study of Employment Discrimination Litigation in the Northern and Western Districts of New York.

**Our Services Include:**

- **Administrative proceedings** representation before the Equal Employment Opportunity Commission (EEOC), Division of Human Rights, the U.S. Department of Labor, as well as federal and state departments of labor.
- **Advice and counsel** concerning personnel policies, employee handbooks, reasonable accommodations, corrective actions and terminations.
- **Affirmative action plans and compliance audits** advice designed to avoid legal liability and minimize risks for employers engaged in government business.
- **Business change** advice relative to labor and employment laws including mergers and acquisitions, organizational changes, reductions in force and early retirement incentives.
- **Class and collective action defense** including: Title VII of the Civil Rights Act (Title VII), Title IX of the Education Amendments (Title IX), the Age Discrimination in Employment Act (ADEA), the Fair Labor Standards Act (FLSA), the Americans with Disabilities Act (ADA), Employment Retirement Income Security Act (ERISA) and FMLA.
- **Employee benefits and executive compensation** counsel focusing on compliance advice and individually designed arrangements, including retirement and deferred compensation plans, stock-based and incentive compensation arrangements, strategic planning for employers and defense of withdrawal liability claims from multi-employer pension plans under the Multiemployer Pension Plan Amendments Act (MPPAA).
- **Employment litigation** representation in federal and state courts and agencies involving employment discrimination, employment contracts, torts and non-competition.
- **Grievance and arbitration** counsel aimed at keeping union-related grievances and arbitrations to a minimum and, when necessary, effectively representing clients in the arbitration process.
- **Health and welfare benefits** counsel including cafeteria plan design and compliance with the Patient Protection and Affordable Care Act (ACA), Health Insurance Portability and Accountability Act (HIPAA) and Consolidated Omnibus Budget Reconciliation Act (COBRA).
- **Immigration** strategic counsel, administrative and compliance services for employers including: visa processing for foreign national employees; counseling, training and preparation for I-9 compliance, E-Verify requirements, Social Security no-match issues, national origin and citizenship discrimination, and the complex applicability of state immigration laws; and defense of immigration audits and enforcement actions.
- **Non-compete and trade secrets** counsel assisting employers in protecting their intellectual property, human capital and important client relationships.
- **Proactive management training** using existing programs or designing programs for clients' specific needs.
- **Statutory compliance/audit matters** advice for day-to-day compliance in regulatory areas such as the FLSA and FMLA, and assisting employers in identifying areas of vulnerability and ways to minimize liability.
- **Union avoidance and labor relations** advice helping employers maintain the flexibility to deal with employees directly, recommending lawful union avoidance measures.
- **Wage and hour compliance** advice including assisting employers with self-audits and representing employers for challenges such as unpaid wage and overtime claims.
- **Workplace health and safety** advice relative to creating, implementing and enforcing workplace health and safety policies including Occupational Safety and Health Act (OSHA) compliance.
- **Workplace use of social media and technology** counsel including privacy and confidentiality policies, employer use of social media in hiring, and NLRB guidelines on employee social media activities.

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