

Gallagher LLP

Employment

For decades, we have helped clients navigate constantly shifting federal, state, and local employment laws, court decisions, and agency regulations. Gallagher's employment lawyers work regularly with employers across a wide range of sectors, including construction, education, financial services, healthcare, hospitality, nonprofits, real estate, religious entities, and private capital.

Employment Counseling

Gallagher clients rely on our employment lawyers to advise them on challenging employment decisions. We have negotiated employment and separation agreements for employees at all levels of seniority, drafted employee handbooks and workplace policies, counseled clients on high-stakes employee discipline decisions, guided employers through reductions in force, and advised employers on reasonable accommodations.

Employment Litigation

Our employment lawyers and litigators have a deep breadth of experience representing employers in state and federal court, arbitration, mediations, and administrative proceedings. We have defended employers against claims of breach of contract, discrimination, retaliation, and violations of the Fair Labor Standards Act (FLSA) and state-based wage-and-hour laws.

Employee Training

We frequently provide on-site and virtual trainings to employees about properly responding to internal complaints of discrimination and harassment, implementing employee disciplinary policies, and safeguarding sensitive business and employee data.

Restrictive Covenants and Protecting Confidential Information

Gallagher's employment attorneys help clients craft non-compete and non-solicitation agreements, draft nondisclosure and confidentiality agreements, and otherwise implement steps to protect valuable information and trade secrets. Where necessary, Gallagher litigates aggressively to protect the interests of its clients from those seeking to steal or misuse proprietary information.

Workplace Investigations

Gallagher's employment and **investigations** attorneys have conducted a broad range of highly sensitive public and private internal investigations. The team has navigated complex matters and is well-versed in protecting confidentiality, synthesizing different points of view, interviewing witnesses on difficult issues, and composing comprehensive investigative reports. Our lawyers have been engaged to conduct confidential internal investigations by prominent for-profit and not-for-profit institutions, including investigations involving allegations of discrimination, failure to comply with internal policies and procedures, financial misconduct, and harassment.

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