

Employment

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[LABOR RELATIONS](#) [1]

Practice in the area of traditional labor relations and labor law is one of the strengths of Kilpatrick Townsend. We have maintained a sophisticated, U.S. labor law practice for more than 60 years, and we continue to provide these services to our clients as part of our commitment to representing employers in all aspects of the employment relationship. Our labor lawyers work closely with our clients on the requirements imposed by the National Labor Relations Act (NLRA) and other federal labor laws. We represent employers in representation case and unfair labor practice proceedings before the National Labor Relations Board as well as labor litigation in the federal courts. For clients with unionized work forces, our lawyers negotiate collective bargaining agreements, represent employers in arbitration proceedings and provide legal advice to ensure that our clients' rights and interests are protected. In the event of a strike or picketing, we counsel employers on the many legal issues associated with such activity and provide rapid-fire responses to striker or picket misconduct, thereby helping our clients maintain operations and minimize the risks of unfair labor practice charges.

For companies facing union organizing drives, we offer comprehensive, sophisticated representation with due regard to the rights of employees and employers. Rather than encourage "scorched earth" tactics based on cookie-cutter campaign recipes, we approach each campaign as an educational process founded on every client's unique culture. This approach has allowed our clients to achieve success in some of the largest and most challenging union campaigns in the nation.

We also work closely with clients to develop winning labor relations strategies with respect to changes in business structure including acquisitions, mergers, plant closings and reductions in force. In this regard, we partner with our colleagues from other areas of practice including employee benefits and corporate law to make sure we provide comprehensive solutions to our clients' circumstances. By doing so, we help our clients avoid costly mistakes and oversights that sometimes occur in corporate transactions.

[EMPLOYMENT LITIGATION & CLASS ACTIONS](#) [2]

Human Capital is one of the most critical aspects of any organization. An understanding of the laws that govern the workplace can help both employers and their employees mitigate and even prevent inevitable human errors. Although we advocate a proactive approach and advance planning to avoid the expense and disruption of litigation, we are prepared to create the best possible solution for our clients when litigation arises. When litigation becomes inevitable, our lawyers have substantial experience in defending a wide variety of lawsuits alleging violations of federal and state employment laws.

We defend numerous multi-plaintiff or class action cases under Title VII, the Age Discrimination in Employment Act (ADEA), the Fair Labor Standards Act (FLSA), ERISA and the Americans with Disabilities Act (ADA). Our lawyers defended more than 30 employment-related class action or attempted class action lawsuits brought against our clients. In many of these cases, we were able to defeat class certification, thus removing most, if not all of, the potential defense costs and liability from the civil action. In addition, our team represents employers in several collective actions filed under the FLSA and state wage and hour statutes.

In addition to collective and class actions, companies are often fraught with single-plaintiff actions which need to be addressed. We have extensive experience defending employers in lawsuits brought by single plaintiffs alleging employment-related claims in federal and state courts across the country.