



CONSTRUCTION LAW

Labor & Employment

If you have so far avoided the costly, time-consuming, and potentially devastating consequences associated with labor and employment claims in your construction business, then consider yourself lucky. For most companies whose success depends on hiring part-time or full-time employees, it is almost certain that you will be required to defend yourself or your business eventually. In employee-friendly California, that risk is 40% greater according to industry sources. So there is no better time than right now to learn about Finch, Thornton & Baird, LLP's Labor and Employment practice.

GETTING CLIENTS OUT OF TROUBLE.

From wage and hour disputes to job site monitoring conflicts to harassment and discrimination claims to union grievances and jurisdictional disputes, you want the right resources to handle the situation when trouble comes knocking. In many cases, one of our tenacious attorneys with strong negotiating skills and well versed in current labor and employment law may be all that is needed to get everyone back to work. Other cases call for the might and muscle that only a legal team with a track record of successful litigation experience in the highest courts can provide. With Finch, Thornton & Baird on your side, rest assured you will be well represented whatever the case may be.

TAKE THE LEAP AND PROTECT YOUR BUSINESS. YOU'LL SLEEP BETTER.

Just as important as our ability to get clients out of a jam is our ability to help them avoid it – which is precisely why we developed our Labor and Employment Audit Practice (LEAP). Through our systematic review of employee policies, handbooks, payroll self-audits, and more, Finch, Thornton & Baird helps companies increase their efficiency while preventing workplace compliance problems from occurring. The process stands to save you money and aggravation down the road.

THE EXPERIENCE TO HIT THE GROUND RUNNING.

Decades of construction industry focus has uniquely prepared Finch, Thornton & Baird attorneys to address the complexities associated with the multiple job sites, subcontractors, wage rates, and meal and rest break issues common to construction projects. More than likely, we have seen the situation your business is facing many times over. So we are ready to step in and take immediate action on your behalf – thus saving you time and money.

CONSTRUCTION LAW

- Claims & Disputes
- Local Agency, Municipal & State Contracts
- Federal Procurement & Claims
- Prime Contracts & Subcontracts
- **Labor & Employment**
- Workplace Safety & Health
- Project Counsel
- Corporate
- Real Estate
- Collections
- Insurance Defense
- Wealth Preservation

OTHER PRACTICES

- Labor & Employment
- Business & Commercial Litigation
- Business & Commercial Transactions
- Real Estate
- Liability Defense
- Wealth Preservation

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SERVICES

- Resolution of disputes with the California labor commissioner and labor compliance programs, including debarment proceedings
- Defense of employee discrimination, wrongful discharge, trade secret, and sexual harassment claims
- Defense of Davis-Bacon and California prevailing wage actions, including apprenticeship issues
- Revising and drafting employment policies, manuals, and handbooks
- Collective bargaining negotiations and election campaigns
- Reviewing and drafting employment contracts
- Resolution of union jurisdictional disputes
- Wage and hour compliance and litigation, including California and federal overtime and other actions, such as meal and rest break class actions
- Prevention of secondary boycotts, picketing, and representation before the NLRB
- Federal OSHA and Cal/OSHA matters
- Workers' compensation matters
- Right to work litigation
- Reviewing and drafting trade secret, non-solicitation, and related agreements
- Preventative counseling on all aspects of employment issues