



## Labor & Employment

Consider yourself lucky if you have so far avoided the costly, time-consuming, and potentially devastating consequences associated with labor and employment claims. For most companies whose success depends on hiring full-time or part-time employees, it is almost certain that you will eventually be required to defend yourself or your business. If your business employs large numbers of people in employee-friendly California, there is no better time than now to learn about the Labor and Employment law team at Finch, Thornton & Baird, LLP.

### OUR DIVERSE INDUSTRY EXPERIENCE BENEFITS EVERY BUSINESS.

In addition to serving construction industry clientele, our law team offers Labor and Employment expertise in many non-construction sectors. This crossover knowledge of different industries' best practices provides valuable context for shaping prudent policy recommendations. We offer experience and proven results in the following industries:

- Banking and Finance
- Food and Beverage
- Hospitality and Tourism
- Manufacturing
- Transportation
- Healthcare
- Technology

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.

### GETTING CLIENTS OUT OF TROUBLE.

From wage and hour disputes to harassment and discrimination claims to union grievances, 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 who is well versed in current labor and employment law may be all that is needed to get everyone back to business. Other cases call for the might and muscle

### OTHER PRACTICES

#### ■ Labor & Employment

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

### 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

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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.

### 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
- Revising and Drafting Employment Policies, Manuals, and Handbooks
- Collective Bargaining Negotiations and Election Campaigns
- Reviewing and Drafting Employment Contracts
- 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
- Defense of Davis-Bacon and California Prevailing Wage Actions, including Apprenticeship Issues
- Resolution of Union Jurisdictional Disputes