

## Employment

### OVERVIEW

People are at the core of any business. Jordan Ramis PC works proactively with employers, equipping them with the tools, policies, and compliance strategies to protect their interests. We efficiently and effectively guide clients through the full range of employment issues, whether public employers, small companies, or large corporations. Our labor and employment team represents clients from a variety of industries, including agriculture, construction, restaurants, resorts, and municipalities.

We advise our clients on local, state, and federal employment laws and regulations to help them avoid disputes. If litigation is unavoidable, we leverage our decades of employment litigation experience to guide the matter to successful resolution.

Our team understands the big picture, anticipates issues, and helps our clients make decisions that are critical to their business. Our approach enables us to evaluate risks and present options to execute on the optimal solution for each client.

In addition, our services include executive compensation, deferred compensation, benefits planning, and ERISA advice.

#### **Comprehensive Advice for Employers**

We help manage the full employment lifecycle, from recruiting, hiring, and attendance management, to discipline, performance coaching, layoffs, and discharge. We document essential protections through employment contracts, including non-competition, non-solicitation, confidentiality, and severance and separation agreements.

#### **Policies, Compliance Strategies, and Trainings**

We counsel our clients on establishing policies and procedures that comply with ever-changing employment regulations and on responding to issues that arise.

- Administrative agency investigations, audits, and proceedings
- COVID-19 guidance, post-pandemic strategy, and vaccination policies
- Deferred compensation and qualified retirement plans
- Discrimination, harassment, wrongful discharge, and retaliation
- Drug-free workplace policies and substance abuse-related programs
- Employee benefits plans
- Employee handbooks, policies, and employment agreements
- Employee recruiting, hiring, discipline, and discharge
- ERISA structuring and compliance issues
- Manager and supervisor training and education
- Noncompetition, non-solicitation, and confidentiality agreements
- Performance evaluations, attendance management, and performance improvement plans
- Prevailing wage and public contracting issues, including the [Davis-Bacon Act](#) and Service Contract Act
- Remote workplace policies
- Severance and separation agreements
- State and federal leave rights, including sick leave, military leave, paid family, and medical leave

- Succession planning and executive compensation plans
- Wage and hour issues, including overtime, breaks, and compensable time
- Workplace investigations
- Workplace accommodations, including disability, domestic violence, pregnancy, and religious accommodation

## **Mediation, Arbitration, and Litigation**

The implications of employment claims and disputes can be detrimental to a business. We are brought in early to prevent and resolve disputes between business entities, between employers and employees, and with government agencies related to the employment relationship, including, but not limited to Title VII, Americans with Disabilities Act, and Family and Medical Leave Act, as well as their equivalent state laws. We appreciate the time and expense disputes can have on our clients and their bottom line, and tailor the desired approach accordingly. We also understand the implications to critical relationships, goodwill, and reputations, and strategize to reduce or avoid claims, conduct necessary investigations, and deliver the strongest defense before a court, arbitrator, or administrative agency.

We have authored an overview of [frequently asked questions about Employment Law](#) for your benefit.