

## Labor and Employment

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The Theodora Oringher Employment Law Practice Group is comprised of counselors who can supply training and advice that help businesses prevent employment disputes, as well as litigators who are experienced in defending individual employment claims and challenging class action claims. We work with clients of all sizes, including growing businesses, industry groups, and large national and multi-national corporations. We represent employers in diverse industries, and have expertise in a variety of legal issues such as:

- Fair Employment and Housing Act and Title VII claims, including race, national origin, age, gender, sex discrimination, sexual harassment, hostile work environment and retaliation
- Wrongful termination in violation of public policy
- Whistleblower actions
- Breach of contract claims
- Labor Code § 132(a) claims before Workers' Compensation Appeals Board
- Hearings before the Equal Employment Opportunity Commission (EEOC) and the Department of Fair Employment and Housing (DFEH)
- Hearings before the California Labor Commissioner
- Americans with Disabilities Act (ADA)
- Wage and hour claims against employers
- Employee benefit claims arising under the Employee Retirement Income Security Act (ERISA)

Theodora Oringher attorneys also counsel employers regarding:

- Preparation and assessment of employee handbooks
- Audit and compliance review of existing employee handbooks, and policies and procedures
- In-house seminars on sexual harassment rules and regulations for foreign and domestic employers
- Pre-disciplinary or termination counseling
- Negotiation of severance packages
- Investigations
- Reorganizations, reductions in force and plant closings (WARN Act)
- Wage and hour issues
- Leave laws (FMLA and CFRA)
- Arbitration and other dispute resolution procedures
- Protection of proprietary information and trade secrets

Theodora Oringher attorneys have also represented employers in actions against employees in matters involving:

- Theft or misappropriation of Trade Secrets
- Breach of confidentiality provisions
- Legality of covenants not to compete

### **Attorneys**

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