

BONNER KIERNAN

BONNER KIERNAN TREBACH & CROCIATA LLP

Employment

Employment litigation continues to be one of the fastest growing and dynamic areas of the law today. Individuals throughout the United States are filing grievances, EEOC discrimination charges, and state and federal lawsuits asserting violations of their civil rights and employment contracts. Our attorneys defend employers in all areas of employment law. We also assist clients in avoiding or minimizing employment litigation by conducting internal investigations, preparing and reviewing employment policies and manuals, and conducting risk management seminars and training for our clients' managers and other employees.

In those instances where litigation is unavoidable, the attorneys of Bonner Kiernan rely on their history of successful civil litigation and trial practice. The firm has an excellent reputation as true "trial lawyers" in federal and state courts, as well as extensive experience before the U. S. Equal Employment Opportunity Commission and state and local agencies. We routinely defend employers against all kinds of employment claims and intentional torts involving the workplace, including claims under Title VII, the Americans with Disabilities Act, the Family and Medical Leave Act, the Age Discrimination in Employment Act, individual and collective actions under the Fair Labor Standards Act, the Sarbanes-Oxley "Whistleblower" Act, civil rights violations under 42 U.S.C. § 1981, and other federal, state, and local laws. Our attorneys specialize in defending employers against claims of discrimination involving race, sex, age, disability, national origin, ethnic background, religion, sexual orientation, sexual harassment / hostile work environment, wrongful discharge, negligent hiring, negligent retention, negligent training, defamation, assault and battery, breach of contract, intentional and negligent infliction of emotional distress, and retaliation.

Changes in the employment marketplace are also reflected by a higher proportion of cases involving disputes over the enforceability of employment contracts, agreements not to

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compete, and trade secret and confidentiality agreements. These types of cases can be unusually complex and potentially expensive for the parties. Our attorneys represent many entities involved in such claims and provide counseling on how to avoid common pitfalls. The firm has represented clients and their Executives, Directors, and Officers in the following industries:

- Education
- Manufacturing and Distributing
- Technology
- Food Retailing and Production
- Security
- Retail Clothing
- Advocacy / Fundraising
- Healthcare
- Transportation
- Pharmaceutical
- Construction
- Employee/Contractor Placement
- Media Production / Entertainment / Broadcasting
- Municipal Government
- Commercial / Residential Property
- Claims Management / Third Party Administrators