



Hanson Bridgett Practice Group Labor & Employment

We have one of the leading labor and employment law practices in Northern and Central California with a reputation for strategic thinking and problem solving. We represent prominent national clients and serve many of the major employers in the Bay Area. In addition to businesses in the private sector, we also serve numerous public-sector clients and nonprofit organizations. We provide a comprehensive range of employment law services to our clients, including:

- Employment law advice and counseling
- Employment litigation
- Traditional union and collective bargaining matters
- Training and prevention
- Trade secrets and unfair competition
- Employee benefits and executive compensation

Our Approach to Practice

Building Relationships, Preventing Problems and Providing Service

Our approach is simple. We focus on building strong client relationships and reducing clients' employment law risks. We take the time to learn about each client's unique business. We work with the client to develop strategies and policies to achieve business goals while reducing the risk of costly litigation. Our objective is to help clients strike a workable balance between legal considerations and operational needs. We are available whenever a client needs our services,



and we work with clients to provide services in the manner they find most helpful. Depending on the situation, that may entail extensive written analysis or just quick telephone advice. We consult with clients frequently during litigation to keep them informed as matters progress. We also provide clients with periodic seminars and materials to keep them up to date on important developments.

Employment Law Advice and Counseling

By focusing on employment issues as they develop, we are able to help clients avoid problems altogether or, at a minimum, enhance the defensibility of cases. We draft and review personnel policies, employment contracts, applications and other employment forms. We also help employers conduct internal investigations of employee misconduct, including sexual harassment. We frequently advise clients about employee discipline and termination. We also counsel employers about federal and state wage-and-hour law. We have developed notable expertise in helping employers navigate the leave requirements of the Family Medical Leave Act, the California Family Rights Act, the Americans with Disabilities Act and workers' compensation.

Employment Litigation

We represent clients in state and federal courts and before administrative agencies in lawsuits involving the full panoply of employment claims. Our litigation experience includes wrongful termination, discrimination, harassment, breach of contract, trade secrets and defamation. Our lawyers have

tried many cases to successful verdicts. We have an excellent record of summary judgment victories and creative, mediated solutions of difficult controversies.

Traditional Labor Law

We have extensive experience dealing with labor unions and the issues related to a unionized work force. Partners in our group have worked at the National Labor Relations Board (NLRB) and Agriculture Labor Relations Board (ALRB) before joining our firm. We recognize most employers hope to avoid unionization and work with clients to remedy situations that might result in organizing drives. When an organizing drive does take place, we outline options for the employer and assist during the union election campaign. For clients whose work forces are unionized, we provide advice concerning contract administration and collective bargaining negotiations. We help clients work with unions to achieve operational goals and resolve disputes. In addition, we represent clients in grievance and interest arbitrations. We also possess considerable expertise in responding to work stoppages such as strikes, union demonstrations and sick-outs.

Training and Preventative Programs

We have developed a number of fixed-fee training programs for management, supervisors and employees. Specific program offerings include sexual harassment training, basic personnel and employment law, how to conduct workplace investigations and how to discipline and terminate

employees while reducing the risk of legal challenge. We also tailor custom programs to meet clients' special needs and interests.

Trade Secrets and Unfair Competition

In response to clients' increasing concerns about unfair competition and former employees' disclosure of trade secrets, we have developed an expertise in this important area. Our attorneys have advised and litigated on these issues including trade secret use and disclosure in the high-tech industry.

Employee Benefits Practice

Employee benefits and compensation issues can be complicated and costly for employers. Our employee benefits group handles all types of qualified retirement plans, employee benefits issues that arise in business transactions, executive and equity compensation issues, fiduciary responsibility and welfare plan issues. Our attorneys develop customized, creative and practical solutions based on our understanding of a client's specific business.

Related Capabilities

Our labor and employment group is complemented by other attorneys practicing in the public agency, health, senior housing and care, construction, business and insurance sections of the firm. As a result of this team approach, the we can deliver a wide array of related skills to optimize our representation of employer client.

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