

Overview

Dentons' Global Employment and Labor Group includes over 400 lawyers who regularly represent management and senior executives in connection with employment and benefits related litigation, arbitration, corporate and governmental investigations, executive compensation, and counseling projects. With its global presence and contacts, Dentons is one of only a handful of firms that can provide multi-national businesses with a coordinated solution to all of their employment and benefits needs in the US and throughout the world.

Dentons' employment lawyers represent all types of employers in the health care industry, including hospitals and medical centers, nursing homes, health insurers, pharmaceutical companies, and medical device manufacturers.

Dentons' employment lawyers are experienced in counseling health care related businesses with respect to all types of workforce related matters including:

- Advising with respect to all state and federal labor and employment laws such as the Fair Labor Standards Act, the Fair Credit Reporting Act, the Americans with Disabilities Act, the Family and Medical Leave Act, the Age Discrimination in Employment Act, the WARN Act, the Whistleblower section of Sarbanes-Oxley, and Title VII
- Creating and maintaining affirmative action and diversity programs
- Drafting employee handbooks, policies, and contracts
- Conducting internal corporate investigations and responding to government agency investigations
- Providing anti-harassment and sensitivity training
- Advising with respect to mergers and acquisitions, restructuring, reductions in force, and other business activities
- Protecting data and other confidential and proprietary information
- Disciplinary and grievance proceedings
- Traditional labor counseling, including the negotiation of collective bargaining agreements, and all union-related matters

When the need for litigation arises, Dentons' employment litigators have a proven track record of winning cases for health care related businesses. The Firm's employment lawyers have successfully litigated class action, multi-plaintiff, and single plaintiff cases and arbitrations on behalf of health care related businesses involving all types of employment and benefits related issues and claims including:

- Breach of fiduciary duty, benefits denied, and other claims arising under the Employee Retirement Income Security Act (ERISA)
- Discrimination and retaliation claims
- Employee/Independent contractor classification issues
- Restrictive covenants, trade secrets, and unfair competition

- Wage and hour claims
- Whistleblower claims

The global reach, consistent high quality, and efficiency of Dentons' employment and labor group make it uniquely qualified to provide health care businesses with a comprehensive and effective employment and labor solution.

Your Key Contacts

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