

Overview

Dentons' Global Employment and Labor Group includes over 400 lawyers who regularly represent management in connection with employment and benefits related litigation, corporate and governmental investigations, executive compensation and counseling projects. Our lawyers are known for providing practical, business-oriented advice. With our global presence and contacts, we are one of only a handful of firms that can provide multinational businesses with a coordinated solution to all employment and benefits needs.

Our Global Employment and Labor Group provides a broad range of non-litigation advice in all types of workforce-related matters, including:

- Drafting employment contracts, handbooks and policies
- "Problem" employees
- Internal corporate investigations
- Anti-harassment and sensitivity training
- Union-related issues
- Reductions in force
- Plant and facility closings
- Corporate transactions such as mergers & acquisitions.

The employment lawyers at Dentons will work closely with your management and human resources professionals to develop and maintain clear, useful employee handbooks and policies carefully tailored to meet your specific needs.

When it comes to employment contracts, we can help you draft strong, enforceable restrictive covenants and other provisions that clearly inform employees of their duties to their employer and protect you against the loss of confidential information, customers and other employees.

Representative Experience

- **Major retailer:** Advising on the employment law aspects of various projects, as well as the acquisition of filling stations and pharmacies. Our client tapped into our deep knowledge in retail to help with the drafting and negotiation of employment law warranties and indemnities, and to provide strategic advice about the application of the Transfer of Undertakings (Protection of Employment) (TUPE), and advising on the TUPE aspects of an IT outsourcing.
- **The Strive Group, LLC:** Recently winning a six-week jury trial in New Jersey state court on behalf of a company in the Point of Purchase Display business and the company's majority owners. The plaintiffs—an LLC member/former sales executive and his wife (also a former employee)—asserted claims for breach of contract, fraud, conspiracy, defamation, and tortious interference with contract and prospective economic advantage, and sought compensatory damages in excess of \$10 million plus punitive damages. Our clients had terminated the

former executive's employment for "cause" due to his submission of false and/or improper requests for expense reimbursement and his improper solicitation of employees. After the plaintiffs rested their case in chief at the trial, the judge granted our clients' motion for directed verdict with respect to the defamation, conspiracy, and tortious interference with contract claims. At the conclusion of the trial, the jury returned a unanimous verdict in favor of our clients with respect to the plaintiffs' remaining claims of breach of contract, fraud, and tortious interference with prospective economic advantage, and with respect to our clients' counterclaims for breach of contract, breach of fiduciary duty, and fraud.

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