

Overview

At Dentons, we know that attracting, retaining and managing your workforce is key to achieving your business goals. Nowhere is that more true than in the US, home to more than 60 members of Dentons' Global Employment and Labor team. Recognized as a regional and national force in the field, our US team has the depth and breadth of experience to provide you with thoughtful and practical counsel to keep your business moving forward.

Whether you are a local or multinational business, our lawyers' creative, business-savvy counseling skills, effective training programs and results-driven approach to civil litigation will give you a competitive edge, whether in the boardroom, at the negotiation table or in court.

Our highly experienced team is spread across most of the Firm's US offices, including Atlanta, Chicago, Des Moines, Indianapolis, Houston, Kansas City, Los Angeles, Lexington, Louisville, Miami, New York, Phoenix, Pittsburgh, San Diego, San Francisco, Silicon Valley, Washington, DC, and more. As an important part of our service, we offer not only top-flight US employment law counsel and representation but also seamless access to non-US counsel through our global network of Dentons lawyers and local firms with whom we have relationships. This powerful combination enables Dentons US to provide a coordinated response to all our clients' global employment and labor needs.

In the area of employment litigation and administrative disputes, we help employers obtain the best outcome in each claim they face, including working with clients to evaluate whether settling is preferable to costly and time-consuming litigation. If a settlement cannot be reached, we have extensive experience defending against employment-related claims.

We advise and represent employers of all sizes in connection with collective bargaining agreements (CBAs) and contract negotiations, grievance arbitrations, and proceedings before the NLRB and state employment relations boards.

Key Service Areas

- Accommodations and work restrictions
- Affordable Care Act (ACA)
- Age Discrimination and Employment Act (ADEA)
- Alternative Dispute Resolution (ADR)
- Americans with Disabilities Act (ADA)
- Background checks and the Fair Credit Reporting Act (FCRA)
- Collective bargaining agreement negotiation, administration and grievance handling
- Compensation systems
- Comprehensive Omnibus Budget Reconciliation Act of 1985 (COBRA)
- Corporate board and committee representation
- Data privacy and cybersecurity

- Disciplinary and grievance procedures
- Discrimination, retaliation and unlawful harassment litigation
- Drug and alcohol testing, including medical cannabis
- Employee and independent contractor classification and disputes
- Employee poaching and raiding
- Employer audits
- Employment contracts, handbooks and policies
- Equal employment, diversity and anti-discrimination programs
- Equal Pay Act
- EEOC (Equal Employment Opportunity Commission) matters
- ERISA (Employee Retirement Income Security Act) counseling and litigation
- Executive employment and severance agreements
- Fair Labor Standards Act (FLSA)
- Family and Medical Leave Act (FMLA)
- Health Insurance Portability and Accountability Act (HIPAA)
- Human resources advice and counseling
- Internal investigations into alleged harassment and misconduct
- International employment law
- IP/IT protection
- Labor arbitration and litigation
- Leave issues
- Mergers and acquisitions
- NLRB charge defense and compliance
- Occupational Safety and Health Administration (OSHA)
- Office of Federal Contract Compliance Programs (OFCCP)
- Partnership and close-corporation disputes
- Personnel file and other document-retention issues
- Restrictive covenant drafting and disputes
- Restructurings and reductions in force
- Social media, privacy and electronic communications
- Title VII of the Civil Rights Act of 1964
- Trade secret protection and enforcement
- Training and course materials development
- Unemployment compensation claims

- Unfair competition
- Uniformed Services Employment and Reemployment Rights Act (USERRA)
- Union-organizing-campaign defense
- Wage-and-hour litigation and the Fair Labor Standards Act (FLSA)
- Whistleblower claims, including Sarbanes-Oxley (SOX) and Dodd-Frank
- Worker Adjustment and Retraining Notification Act (WARN)
- Workers' compensation
- Wrongful termination and unfair dismissal

Your Key Contacts

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