

Overview

Dentons represents companies in numerous types of employment-related litigation, including class actions, EEOC pattern and practice suits, discrimination charges and lawsuits, and other high-profile matters. We are involved in trade secret and restrictive covenant litigation and ERISA actions regarding single employer and multiemployer benefit plans. Our lawyers represent clients before employment-related regulatory agencies in all our jurisdictions, and we regularly represent our clients in all types of National Labor Relations Board proceedings involving labor unions.

Our lawyers regularly defend and try cases for clients at all stages before US state and federal courts and administrative agencies in individual, multi-plaintiff, and class action discrimination, harassment, and retaliation cases arising under Title VII, the ADEA, the ADA, the Fair Labor Standards Act, the Family and Medical Leave Act, the WARN Act, and corresponding state and local fair employment practice laws and regulations.

We provide clients with a broad range of pre-litigation advice in all types of workforce matters. All of our work—from the drafting of employment policies and contracts to dealing with problem employees and providing transactional advice in the course of mergers and acquisitions, reductions in force, and other business activities—is designed to avoid lawsuits and minimize exposure if claims are filed. Our employment lawyers are known for providing practical, business-oriented advice.

We represent numerous clients in connection with benefits-related administrative controversies before the Internal Revenue Service (IRS), the US Department of Labor (DOL) and the Pension Benefit Guaranty Corporation (PBGC). We also counsel plan sponsors and committees, institutional and individual trustees and other clients regarding compliance questions, prohibited transactions, related excise tax issues and various ERISA fiduciary standards and issues, and health reform issues for employer-sponsored health plans as they are demanding increasing attention from our lawyers.

Representative Experience

- **Beemak Plastics:** Advising private equity buyers in the acquisition of Beemak Plastics LLC, a manufacturer of point of purchase display products. We continue to represent the company on intellectual property portfolio management and prosecution, contracts, employment matters, environmental issues and commercial litigation.
- **Large multistate retailer:** Representing in five separate wage-and-hour class actions—three filed in California state court, one filed in the US District Court for the Western District of Missouri and one filed in the US District Court for the Northern District of Illinois. The class actions all challenged the client's overtime, commission and other employment practices. After removing the California cases to federal court, defense counsel arranged for a joint, global mediation with all five sets of plaintiffs, ultimately securing a very favorable settlement of all claims.
- **Venture capital firm:** Currently defending in federal court in New York against claims of sexual orientation discrimination and retaliation brought by a former human resources employee.