



OUR EXPERTISE

Counseling

Day-to-day employee issues often stray from the beaten path, and difficult issues can fester into costly business disruptions if not handled properly and promptly. Schmoyer Reinhard counsels a variety of employers on handling complex issues related to employee hiring, discipline, discharges, reductions in force, workforce diversity, claims of discrimination and harassment, medical leave, labor relations, union avoidance, safety and health, unemployment, and wage and hour issues, to name a few. Our attorneys also counsel employers on conducting and documenting proper investigations of employee complaints and misconduct. In addition, the firm stays up-to-date on the ever-changing landscape of employment law, enabling its attorneys to identify potential concerns that might otherwise go unnoticed.

Preventative Measures

The best strategy for avoiding employment-related lawsuits or administrative complaints is to strive for an issue-free workplace. In addition to the firm's litigation and counseling experience, Schmoyer Reinhard helps its clients endeavor to become issue-free through preventative measures such as employer training, compliance audits, and drafting and revising employer handbooks and personnel policies. Our attorneys routinely present training sessions on all aspects of labor and employment law to human resources personnel, managers and supervisors, attorneys, and other company employees. The firm also regularly utilizes its array of attorney knowledge and resources to draft employee handbooks and policies that comply not only with the law, but with the real-world demands of the client's workplace.

Governmental Audits and Compliance

With recent increases in enforcement budgets, employers may find themselves the target of governmental audits or investigations. These audits and investigations can cover a wide range of topics, including wage and hour issues under the Fair Labor Standards Act (FLSA), audits of Affirmative Action Plans by the Office of Federal Contract Compliance Program (OFCCP), and compliance with the Health Insurance Portability and Accountability Act (HIPAA) and the Uniformed Services Employment and Reemployment Rights Act (USERRA). Our attorneys at Schmoyer Reinhard are well versed in assisting and guiding employers through such audits and investigations.

Employment Litigation

When an employee inevitably brings a lawsuit or an administrative complaint, Schmoyer Reinhard will launch an aggressive, strategic, and well-informed defense. Our attorneys have a wealth of trial experience defending employers against all types of employment-related claims, including but not limited to claims arising under the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), the Fair Labor Standards Act (FLSA), the Family and Medical Leave Act (FMLA), Title VII of the Civil Rights Act (Title VII), Employee Retirement Income Security Act (ERISA) and similar state and local laws. Our attorneys are well-versed in defending against claims of discrimination, retaliation (including workers' compensation retaliation), sexual harassment, class and collective actions, wrongful discharge, and wage and hour disputes. In addition to the firm's extensive trial experience, the firm also has expertise in all forms of alternative dispute resolution, including arbitrating and mediating disputes on behalf of employers.

Employment Agreements

Employment contracts, non-competes, separation agreements, and other employment agreements play a critical role in workforce planning. Our attorneys have extensive experience with the potential legal ramifications involved in utilizing and drafting executive and non-executive employment agreements, non-competition agreements, restrictive covenants, and separation agreements resulting from company hiring, workforce reductions, and mergers and acquisitions. Schmoyer Reinhard routinely reviews, revises, drafts, and counsels employers on such agreements. In addition, when the need arises, our attorneys enforce such agreements through communications, negotiations, or lawsuits, and represent employers in enforcement actions as necessary.

Labor Issues and Union Avoidance

Labor unions and union organizing drives bring high costs and thorny issues of law and politics into an employer's workplace. When the threat of unionization arises, Schmoyer Reinhard draws on its extensive labor law experience to help employers mount legally compliant, aggressive, and effective counter-campaigns. For employers already unionized, our attorneys have expertise in collective bargaining, avoiding unfair labor practices, labor arbitrations, and effective labor relations under the National Labor Relations Act (NLRA), Labor-Management Relations Act (LMRA), and similar state and federal labor laws.

Business Litigation

When disputes emerge in today's business world, companies face issues on a variety of fronts, including the threat of civil litigation. At Schmoyer Reinhard, we embrace challenges like these because we recognize the value we offer clients comes from our experience in helping solve these issues. Whether clients need counseling, mediation, arbitration, or aggressive litigation, our knowledge, skills, and resources allow us to assist our clients in developing an appropriate plan of action.

We have experience trying cases involving not only general business litigation, including contract disputes, trade secret litigation, employment litigation, bankruptcy litigation, collections, and title insurance defense, but also in construction litigation. Our construction litigation practice focuses on the representation of builders, owners, general contractors, subcontractors and engineers on issues ranging from lien disputes and condemnation to construction defect claims.