



**nilan
johnson
lewis PA**

Labor Management Relations

Unlike many employment defense firms, Nilan Johnson Lewis also has an active labor relations practice. We regularly assist employers in structuring labor relations policies and practices, including “double-breasted” arrangements, transactional due diligence, and the avoidance of successorship, joint employer, and alter ego determinations in the context of corporate formation or acquisition. We have successfully defended hundreds of unfair labor practice charges throughout the Midwest and West, running the gamut from claims of discriminatory discharge, to unilateral subcontracting, to unlawful surveillance of social media. And we have negotiated and interpreted numerous collective bargaining agreements. Our success in complex labor matters includes assisting in implementation of drug testing policies, handling multiple related grievance arbitrations, and managing common situs picketing matters, including the use of reserved gate systems and control of area standards, consumer, and organizational picketing. Nilan Johnson Lewis’s team also has extensive experience training management in effective union avoidance techniques, performing audits of union organizing activities, and designing other union prevention measures.

Overview of our expertise

Labor and Employment

Affirmative Action Plans and
OFCCP Compliance

EEOC Class Investigation and
Litigation Defense

Discrimination Defense

Trials and Arbitrations

FLSA/Wage-and-Hour Defense

California Employment Law

Executive Agreements and
Severance

Labor Management Relations

Leave of Absence and Disability
Advice/Defense

Non-Compete and Trade Secret
Litigation

Pre-Hire Testing and
Background Check
Advice/Defense

Preventive Employment
Counseling

Reductions in Force

Whistleblower/False Claims Act
Defense

Workplace Investigations

Industry Focus: Health Care

Industry Focus: Retail

Industry Focus: Tech Startups