



**nilan  
johnson  
lewis PA**

## Labor and Employment

Nilan Johnson Lewis represents employers of all sizes, from small companies to Fortune 500 corporations. We appreciate the importance of understanding not merely the substantive law, but the business needs of our clients. We know there are times when what is the standard legal answer touches on sensitive business relationships or conflicts with business objectives. Our goal is to solve problems, not create them.

We offer the depth necessary to obtain the results our clients expect while providing the appropriate level of expertise to ensure that our clients receive efficient and cost-effective representation.

The members of our labor and employment group have a long history of successful representation of major employers in employment, labor, and employee benefits litigation and administrative agency cases. Our attorneys have won state and federal jury and court trials, numerous cases at summary judgment or on motions to dismiss, and appeals before various federal and state courts. These successful results include ground-breaking cases that broadened defenses against Department of Labor wage and hour class actions, created new defenses against age discrimination class action suits, invalidated Department of Labor Family and Medical Leave Act regulations, and limited employer exposure to whistleblower claims. We have won significant summary judgment orders against the Equal Employment Opportunity Commission and the United States Department of Labor.

## Overview of our expertise

### Labor and Employment

Affirmative Action Plans and  
OFCCP Compliance

EEOC Class Investigation and  
Litigation Defense

Discrimination Defense

Trials and Arbitrations

Executive Agreements and  
Severance

FLSA/Wage-and-Hour Defense

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