

Practice Areas

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
Pay Equity Advice and Defense
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: Restaurants
Industry Focus: Retail
Industry Focus: Tech Startups

At Nilan Johnson Lewis, we appreciate the dynamic nature of the health care industry. We know our health care clients experience constant regulatory and organizational change, necessitating an adaptable, efficient, and high-performing workforce. We also recognize the heightened level of responsibility that comes from being entrusted with sensitive health-related information. Our Labor and Employment group delivers focused expertise to clients from across the breadth of the health care industry, whether they provide direct service, develop technology to support the delivery of health care, or are involved in providing or administering health insurance benefits. We partner with our clients to develop a deep understanding of their business and the internal and external pressures they face in order to provide practical advice geared to their unique needs. We also understand the grave risks involved in litigation as well as how it impinges on business goals. We tailor our defense of both individual and class claims to achieve success in ways that are consistent with our client's values, reputation, and goals. While we work to resolve matters outside the courtroom, our group is always ready to litigate when necessary; we have litigated—and won—numerous verdicts for our health care clients. The variety of services we provide to health care entities including:

- Litigation through verdict in arbitrations and related court proceedings
- Non-competition and trade secret drafting, advising, and litigation
- Wage-and-hour compliance advising and misclassification audits
- Wage-and-hour litigation defense against the Department of Labor and private parties
- Representation during Department of Labor or other agency audits, investigations, and hearings
- Internal investigations
- Pay equity advice and defense
- Hiring and recruiting audits
- Pre-hiring testing and background check advice/defense
- Reductions in force
- Policy and handbook drafting