



Labor Management Relations

Practice Areas

Labor and Employment

Affirmative Action Plans and OFCCP Compliance
EEOC/Agency Class Investigation and Litigation
Defense
Discrimination Defense
Trials and Arbitrations
FLSA/Wage-and-Hour Defense
Corporate Immigration Law
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

Unlike many employment defense firms, Nilan Johnson Lewis maintains an active labor relations practice. We negotiate collective bargaining agreements, interpret them, and defend management in grievance arbitrations. And we have successfully defended numerous unfair labor practice charges, running the gamut from claims of discriminatory discharge, to unilateral subcontracting, to unlawful surveillance of social media. 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. We assist employers in structuring labor relations policies and practices, transactional due diligence, and the avoidance of successorship, joint employer, and alter ego determinations in the context of corporate formation or acquisition. Nilan Johnson Lewis' team also has extensive experience training management in effective union avoidance techniques, performing audits of union organizing activities, responding to organizational campaigns and elections, and designing other union-prevention measures.