



Labor and Employment

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

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.