

## Labor & Employment Law

---

At Plunkett Cooney, we believe that the best way to represent our clients in labor and employment matters is to advise and protect them before any charge is filed or any complaint is made.

This includes providing clients with the most up-to-date advice on issues and problems they experience every day involving complicated and sometimes conflicting employment laws.

- This includes being available on short notice to assist clients with difficult discipline and termination decisions.
- This includes working with clients to determine if an employee's physical condition will trigger the ADA's requirement to offer a "reasonable accommodation;" and assistance in determining what that accommodation should be.
- Most of all, this includes making our client's problems our own, responding quickly, and finding a solution that fits their needs.

However, even in the best of circumstances, our clients sometimes receive charges from the EEOC or the MDCR, or are named as a defendant in a lawsuit. When that happens, we provide the best, most aggressive, and most reasonably priced defense.

Our Labor and Employment Group's more than 25 attorneys defend our clients in labor and employment matters before the National Labor Relations Board, the Equal Employment Opportunity Commission, the Michigan Department of Civil Rights, the Michigan Employment Relations Commission, and other labor and employment agencies. They represent management in negotiating labor agreements, in dealing with unfair labor practice charges, strikes, and arbitrations. Additionally, our attorneys have a strong trial orientation and aggressively defend employers in all types of employment claims in state and federal court.