

## Employment

Employment law is a complex and constantly evolving field. Ensuring compliance with the latest regulations can be challenging but crucial, as non-compliance can result in significant legal and financial consequences.

At VLP, we take the time to understand each client's unique needs and objectives and deliver personalized, practical, and strategic legal counsel. Our commitment is to provide effective solutions that help businesses minimize risk and avoid costly litigation.

VLP's employment practice offers comprehensive advice and services across a broad range of employment law matters, including:

- ➔ Advising on employment law and HR issues facing startups, entrepreneurs, and growing businesses.
- ➔ Advising employers on risk management and litigation prevention.
- ➔ Representing employers in employment discrimination, harassment, and wrongful termination claims.
- ➔ Advising employers on wage and hour compliance.
- ➔ Representing and advising employers on trade secret theft matters.
- ➔ Advising employers on independent contractor agreements and compliance with classification requirements.
- ➔ Advising employers on state and federal disability laws and reasonable accommodation obligations.
- ➔ Advising employers on FMLA leave and other legally protected leaves of absence.
- ➔ Advising employers on employee disciplinary issues, terminations, and layoffs including WARN Act requirements.
- ➔ Drafting employee handbooks and employer policies.
- ➔ Offering employment law training, including “*Managing within the Law*,” “*Preventing Workplace Harassment*,” and “*Understanding the ADA*”.
- ➔ Conducting workplace investigations.
- ➔ Mediating workplace disputes.
- ➔ Drafting and negotiating various employment contracts, including confidentiality, invention assignment, retention, and severance agreements.
- ➔ Representing executives in employment contract and severance negotiations.

## Practice Members

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- ➔ Allison Hubbard Colgin