

HUSCH BLACKWELL

Labor & Employment

Employers face unprecedented workplace regulation and risk, and managing employees has become more difficult with the potential consequences of mismanagement—or even perceived mismanagement—becoming more dire.

Husch Blackwell takes a service-first approach to assisting employers. We partner with our clients to minimize risk and to help them build workplaces that drive productivity, employee engagement and profits, whether through program development, day-to-day counseling or dispute resolution. We employ state-of-the-art cost-benefit and risk analyses to counsel clients embroiled in disputes, and when trial is your best option, we are your fiercest advocates.

Counseling

- Affirmative action
- Immigration
- Collective bargaining agreements
- Employee misconduct and whistleblower activity
- OSHA/MSHA
- Workforce reductions
- HR consultation and training
- Non-competes/restrictive covenants
- OFCCP compliance
- Leave laws
- Traditional labor relations
- Workers' compensation

Litigation

- Class and collective actions, including wage and hour
- Defense of employment discrimination, harassment and retaliation claims
- Defense of OSHA/MSHA citations, with a rapid response capability for fatalities and catastrophic accidents
- Enforcement and defense of restrictive covenants
- Trade secret and other confidential information protection



2021

Benchmark Litigation has recognized nine Husch Blackwell partners as being 'Labor & Employment' Stars.



The 2022 U.S. News & World Report Best Law Firms directory ranked Husch Blackwell among its National Tier 1 law firms for Employment Law – Management and among its Tier 2 firms for Labor & Employment Litigation.

100+

Number of Husch Blackwell professionals working in Labor & Employment law

50

States where we've handled lawsuits

24

States where our L&E attorneys are licensed to practice

U.S. Workplace Discrimination Cases

EEOC Individual Charge Filings, FY2018

RACE	24,600
SEX	24,655
NATIONAL ORIGIN	7,106
RELIGION	2,859
COLOR	3,166

RETALIATION	39,469
AGE	16,911
DISABILITY	24,605
EQUAL PAY ACT	1,066

Source: U.S. Equal Employment Opportunity Commission

Practice Highlights

- Successfully represented U.S. railroad against allegations by an employee that it had violated the Federal Employers' Liability Act, Federal Safety Appliance Act and the Locomotive Inspection Act by failing to provide a reasonably safe place to work
- Obtained a complete defense verdict on behalf of a renewable energy company versus a former employee in an age and sex discrimination lawsuit, as well as with related claims of retaliation after plaintiff filed an EEOC charge
- Defended client, an automotive parts supplier, in multiple separate employment lawsuits on claims involving allegations of workers' compensation retaliation and disability discrimination
- Represented a major hospital system, defeated on summary judgment plaintiff's claims of race, sex and national origin discrimination and harassment and retaliation and then secured a full defense verdict in a jury trial on the remaining claims
- Obtained summary judgment for a packaged food manufacturer in wage-and-hour class action with over 800 named plaintiffs seeking to represent a class of thousands and over \$20 million alleging violations of the Fair Labor Standards Act and state law
- Advised major engineering firm on implementation of company-wide field hiring program for compliance, specifically with non-discrimination and 'reasonable accommodation' requirements of the Americans with Disabilities Act (ADA)
- Represented major U.S. brewery involved in litigation against the International Brotherhood of Electrical Workers concerning the dismissal of an employee who showed up to work intoxicated
- Defended natural resources company in connection with OSHA citations with large penalties over accusations of willfully violating safety standards related to the work equipment

“

When we were hit with a complex web of wage and hour class actions, Husch Blackwell was the natural choice. The team's expertise in the substantive legal issues, combined with the investment they made to develop a deep knowledge of our business, has made them a uniquely effective litigation partner.

— **Carey L. Bartell, Vice President, Chief Counsel — Legal & Government Affairs, Conagra Brands Inc.**

”

Relentless client focus.

At Husch Blackwell, we have built our law firm around one idea: to guide our clients from where they are to where they want to be. Our industry-centric approach gives us a deep understanding of what our clients face every day. But more than that, it creates a shared vision that moves our clients forward.