

# Employment and Labor Law Practice

## Employment and Labor Law Services

CorpLaw Associates LLC specializes in helping businesses navigate the tangled web of state, federal and local laws governing business employment practices. We bring over 27 years of experience, knowledge and skill both as private lawyers working with clients in diverse industries and as corporate labor counsels for large corporations.

We work closely with corporate clients on all issues relating to the employment relationship. Our goal is to advise the business not only on avoiding liability but to make certain the client is using all legal methods available for employee selection, discipline, training and termination. Many businesses delay decisions on employment matters such as disciplining “high-maintenance” employees because of the fear of liability or in the false hope that the problem will resolve itself. Employment-related problems in the workplace never resolve themselves. Our job is to help employers deal with the legal aspects of HR and so that the client can make the decision that is most beneficial to the business.

Some of the issues we have helped clients deal with include the following:

- A business has a number of executives who have access to confidential information and have established relationships with some good clients. The business wants to insure that these executives do not share this information or client relationships with a competitor. CorpLaw attorney’s have prepared numerous employment agreements including non-compete provisions, trade secret protections and non-solicitation clauses to prevent such an occurrence.
- A “problem” employee has threatened to take his complaints to the fed-

eral government alleging discrimination and unfair employment practices unless the company agrees to his demands. What are the employer’s options? Must the business cave in? Can the employee be terminated without fear of liability?

- The company HR manager has received a notice from the EEOC that they will be conducting an investigation into some allegations of sexual harassment. How is the business to respond? What are its rights during the course of the investigation? What can it do to protect itself from false allegations?
- The client wants to institute a pay practice that may be in contravention of the state and federal laws governing minimum wage and overtime. What can the employer do to avoid overtime liability? Do the employees have the right to overtime for pay when they are “on call”?
- The business has an executive returning from disability leave who has requested an accommodation that will significantly alter his work duties. Does the employer have to agree to these accommodations? What rights does the employer have to require the executive to participate in a rehabilitation program that will help him return to full time status?

These are all issues that CorpLaw attorneys’ have advised businesses on in industries as varied as airlines, insurance, manufacturing, consulting and employment staffing. Because of the diverse nature of our clients we are able to bring experience and knowledge to bear in virtually any type of industry without the need for a long learning period.

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*For more information contact us at:*

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