

Employment Law

HCMP takes pride in counseling clients in preventive strategies to minimize exposure to liability and litigation in federal, state and local employment-related matters. Part of our job is to help clients avoid labor and employment disputes through designing compliance strategies, advising on human resources policies and procedures, and implementing customized educational and training programs. When disputes do arise, we provide our clients with thorough and reasoned advice, whether in litigation or otherwise.

We regularly counsel and advise employers on all areas of day-to-day personnel practices and employee relations matters, including discrimination and harassment, layoffs and terminations, and disability and religious accommodation. We are also involved in interpreting and applying employment policies and agreements, conducting and supervising internal investigations, counseling on appropriate actions to minimize risk of liability, coordinating workers' compensation issues with state and federal disability laws, and negotiating and preparing employment contracts and separation agreements.