



# EMPLOYMENT ISSUES AND EXECUTIVE AGREEMENTS

Christian & Barton represents public and private employers in counseling, arbitration and litigation matters relating to:

- discrimination (sexual harassment, age, sex, disability, religion, pregnancy, race, national origin)
- wrongful discharge
- wage and hour compliance
- drug testing and substance abuse management
- disability and medical leave issues
- policy development and review
- management training
- harassment policy training
- investigation of harassment and retaliation complaints
- employment and executive agreements
- workforce restructuring

- reductions in force and plant closures
- due diligence in connection with mergers and acquisitions

We work collaboratively with our clients and encourage early intervention to resolve internal employer/employee disputes. At the first sign of a problem, we provide our clients with clear guidance on how to manage the situation. If early intervention is not successful in bringing about a prompt resolution of the issue, we vigorously defend employers in private arbitration proceedings, grievance panels, mediation sessions, and a variety of administrative and judicial proceedings, including jury and bench trials in both state and federal courts.

Our firm manages litigation for our national clients in numerous jurisdictions, including Puerto Rico and the Virgin Islands. Our clients range from large companies with a national presence to locally-based, closely held companies in a variety of industries, including retail, service, manufacturing, communications media and health care. Our goal is to provide our clients with cost-effective legal services to foster positive relationships and limit unnecessary disputes with employees, unions and government authorities.

Our counseling of both employers and individual executives frequently requires us to address tax-related matters, including the structuring and implementation of:

- executive compensation and employee benefits programs
- qualified retirement plans

- deferred compensation plans
- health and welfare plans
- stock ownership and other incentive plans

We strive to keep clients informed of changes in laws affecting the qualification and operation of their plans.

## ***RELATED ATTORNEYS***

- Lauren E. Fisher White
- Warren David Harless
- Belinda D. Jones
- David B. Lacy
- Elizabeth S. Olcott
- Henry I Willett III



**Christian & Barton, L.L.P.**

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