CH&
CAIRNCROSS&HEMPELMANN
ATTORNEYS AT LAW

Employment

CH&'s Employment team offers comprehensive services to keep its clients in compliance with the ever-shifting employment law landscape. Our employment attorneys tackle a variety of issues impacting employers, including drafting and implementing employee handbooks, conducting workplace trainings, investigating workplace misconduct and corporate malfeasance, investigating whistleblower claims, and offering hands-on, practical legal advice surrounding terminations, accommodations. We also provide claim and litigation services when preventive measures fail or offensive legal action is required.

Compliance and Workplace Risk Management

CH&'s employment team can help with a variety of issues impacting the employer/employee relationship, such as:

- Employee handbooks
- Employment application and the hiring process
- Employment classification, joint employment and independent contractors
- Evaluations and performance standards
- Employee relations issues
- Sexual harassment and other workplace training
- Discipline and discharge
- State and federal statutory and regulatory compliance, including the Americans with Disabilities Act, Family and Medical Leave Act, Fair Labor Standards Act, OSHA/WISHA compliance, and state and federal laws pertaining to anti-discrimination, whistleblowers, and wage and hour
- Accommodations under the Americans with Disabilities Act and Title VII
- Confidentiality and Trade Secrets
- Record retention issues
- Social media issues
- Diversity, equity and inclusion consulting
- Cybersecurity risk management
- Artificial Intelligence in the workplace

CH&
CAIRNCROSS&HEMPELMANN
ATTORNEYS AT LAW

- Preparing temporary service agreements, non-compete, non-disclosure and non-solicitation agreements, severance agreements, and arbitration agreements

CH& even offers a virtual interactive compliance portal to assist HR Managers with an array of legal compliance and operations topics.

Workplace Investigations

The CH& employment team conducts investigations involving employment issues, cybersecurity breaches, whistleblower claims, fraud, and allegations of corporate malfeasance. We understand how disruptive investigations can be on your business, so we work discreetly and efficiently in an effort to minimize the investigation's impact on staff and operations. After the investigation is completed, we work with company leadership to develop and implement any necessary corrective actions based on the investigative findings.
CH& also conducts independent fraud investigations involving potential criminal and civil violations by company officers, employees, and/or third-party vendors or service providers. To the extent needed, we have a network of private investigators, forensic accountants, forensic computer experts, and public relations specialists ready to assist.

Employment Disputes and Litigation

We know that even with the most robust compliance measures in place, litigation and employment claims can sometimes be unavoidable. Should litigation arise, CH&'s employment litigation team can assist you in defending against any employment-related claim. Our team has successfully defended employers in a variety of employment matters, both class action and single plaintiff, ranging from wage and hour lawsuits, restrictive covenant and trade secret litigation, multimillion dollar executive compensation disputes, wrongful termination and discrimination claims, and EEOC/WSHRC administrative proceedings. Similarly, if the need arises for offensive action against a current or former employee, our team can handle that as well. CH&'s team of experienced litigators has a proven track record of resolving cases efficiently and securing complete defense decisions/verdicts on behalf of their clients.

Executive Employment and Severance Negotiations

CH& represents employers and employees, including the C-suite, in negotiating agreements involving new employment opportunities. We also assist executives in strategizing how to handle separating from their employer, including negotiating terms of separation and/or severance.

Cairncross & Hempelmann
524 Second Avenue, Suite 500
Seattle, WA 98104
(206) 587-0700
www.cairncross.com