

# Workplace Litigation

CMC has experienced litigation counsel ready to step in when formal judicial proceedings, mediation, or arbitration become necessary to resolve a claim or dispute. With many decades of experience among its lawyers, the firm stands ready to assist our clients in nearly any kind of workplace case, whether an employment matter or an OSHA proceeding.

Our Workplace Litigation team advocates for clients in cases involving diverse areas of law, including:

## **ADA-Related Claims**

- ADA access claims against places of public accommodation
- ADA disability accommodation and discrimination

## **Employment Law, Discrimination, and Retaliation**

- Discrimination under federal and state law (race, gender, sex, disability, age, pregnancy, sexual orientation, national origin)
- Workplace harassment (sexual, race, religious, workplace bullying)
- Whistleblowing and Retaliation

## **Wage and Hour Claims**

- FLSA and state wage and hour laws addressing claims such as misclassification, overtime, tip credit/tip pool/service charge, off-the-clock work, unpaid interns, child labor, and payment of bonuses and commissions
- Department of Labor enforcement audits, including investigations brought by the Wage Hour Division, and OSHA
- FMLA, military leave, and state parental leave laws
- Service Contract Act
- WARN

## **Contract, Business, and Tort Claims**

- Alternative Dispute Resolution/Arbitration provisions
- Breach of contract
- Breach of legal duties

- Trade secrets and restrictive covenants, breach of duty of loyalty, employee raiding, and violation of the federal Computer Fraud and Abuse Act

## **Governmental & Regulatory Investigations**

We manage Department of Labor enforcement audits, including investigations brought by the Wage Hour Division and OSHA.

### **Our Approach**

Unlike as represented in our popular culture, we know that most of the litigation process takes place outside of the courthouse. Our attorneys know that careful preparation is the key to early success.

A thorough understanding of our client and its adversary, along with careful distillation of the facts of every case, inevitably leads to the insight needed to craft a solution. Our Litigation Team can guide you through every stage of the process and through every level of court, from discovery to trial to appeal.

### **Why Choose Us?**

We are committed to achieving the best possible outcome and protecting your business interests at every stage of litigation. We are prepared to address each one of them and find the best solutions for our clients, whether in the courtroom or through a creative settlement.