

Employment Law

Key Contacts

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Attorneys

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Overview

Managing today's workplace amidst the changing landscape of employment law and increased regulation has never been more challenging. Employers need legal guidance they can trust from a reputable partner whose proactive approach will help manage risks, build effective strategies, and offer sound advice.

Hedrick Gardner's Employment Law attorneys are well-versed in all aspects of the employer-employee relationship. Our attorneys are experienced counselors and litigators who understand the complexities of employment law and are trained to represent client interests aggressively. We offer guidance during every step of daily operations from hiring practices, developing employee handbooks and policies, and compliance audits to personnel disputes and reductions in force.

We work proactively to help prevent employment-related litigation from arising. However, employment claims are at times unavoidable. If legal disputes develop, our attorneys know how to aggressively defend your workplace without ever losing sight of your business goals and budget.

We pride ourselves on offering strategic ways to avoid problems and assist clients. We listen carefully, think creatively, and deliver effective results.

Hedrick Gardner's Employment Law Services include advising on the following issues

- Compliance audits and investigations
- Claims of discrimination and retaliation
- Representation in administrative proceedings before agencies such as the Equal Employment Opportunity Commission, the National Labor Relations Board, and the Department of Labor
- Drafting Human Resources policies and procedures
- Employee recruitment, onboarding, offboarding, and management throughout the employment life cycle
- Workplace restructuring and reductions in force
- Employment and severance agreements
- Internal investigations and risk mitigation
- Trade secrets, confidentiality, and unfair competition
- Workplace training for management and employees
- Unemployment compensation claims
- Accommodations under the ADA, leaves of absence under FMLA, fitness for duty / return to work following workplace injuries
- Wage and hour compliance
- Workplace harassment

Experience

Cases or matters referenced are for illustrative purposes only, and do not represent the lawyer's or law firm's entire record. Each case is unique and must be evaluated on its own merits. The outcome of a particular case cannot be predicted based upon a lawyer's or law firm's past results. Prior results do not guarantee a similar outcome.

- Prevailed before appellate court in defense of a real estate agency against claims by a former agent for rights to profit sharing and other benefits vesting after the date of termination.
- Defended and prosecuted covenants not to compete cases for medical practices and high tech and biotech companies.
- Represented local governments and governmental agencies against claims and lawsuits for health and retirement benefits under state law.
- Defended retailers, charitable organization, construction companies, car dealership, and staffing agency, among others, in multiple claims and lawsuits involving Title VII (Race, Color, National Origin, Sex, Sexual Harassment) and Age Discrimination in Employment Act (ADEA).
- Represented national grocery chain and construction company, among others, in multiple claims involving the Americans with Disabilities Act (ADA) and Title VII (Race, Color, National Origin).
- Represented trucking companies, assisted care facility, and national retailer, among others, in North Carolina Retaliatory Discrimination in Employment Act (REDA) lawsuits.
- Represented property development company, entertainment company, and staffing agency, among others, in Wage and Hour Act lawsuits.
- Represented medical provider before the National Labor Relations Board (NLRB).
- Assisted international and local manufacturers with reductions in force.