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## EMPLOYMENT, LABOR & BENEFITS: EMPLOYMENT LAW

State and federal employment laws outline how employers are expected to deal with employees, former employees, and applicants for employment. Ruder Ware attorneys assist both private and public employers in proactively designing, drafting, and maintaining policies in compliance with state, local, and federal laws. Our attorneys practicing employment law focus exclusively on the representation of employers.

Ruder Ware offers an employment law audit program designed to identify employee-related policies needing revision, definition, or update.

Our attorneys frequently present on relevant topics and timely employment, labor, and benefits law across the state and nationwide. In addition, attorneys within our Employment, Labor & Benefits group are active members in organizations such as the Central Wisconsin Society for Human Resource Management.

We understand the complexities of complying with the legal and practical issues relating to human resource management and assist our clients in developing strategies to address issues such as discipline, workplace harassment, employee privacy, and accommodating employees with disabilities.

Ruder Ware offers a depth and breadth of legal services provided to private and public sector employers. Those services include:

### Private Sector – Employment Law

- Employment Discrimination
- Family Medical Leave Act (FMLA) Compliance
- Workers' Compensation
- Unemployment Compensation
- Employee Handbook/Policies
- Affirmative Action Plans
- Wage and Hour Claims/Department of Labor (DOL) Audits
- Occupational Safety and Health Administration (OSHA) Compliance and Policy Matters
- Employment Agreements, Including Noncompete/Confidentiality Issues
- Severance Agreements
- Plant Closing/Mass Layoff (WARN compliance) Issues
- Discipline/Discharge Issues
- Training
- Workplace Investigations
- Employment Law Audits
- Americans with Disabilities Act Compliance
- ERISA

- Continued -

- Qualified Retirement Plans
- Executive Compensation Design and Compliance
- COBRA and HIPAA

Public Sector – Employment Law

- Employment discrimination
- Family Medical Leave Act (FMLA) Compliance
- Workers’ Compensation
- Unemployment Compensation
- Employee Handbook/Policies
- Wage and Hour Claims/Department of Labor (DOL) Audits
- Severance/Employment Agreements
- Discipline/Discharge Issues
- Training
- Workplace Investigations
- Employment Law Audits
- Americans with Disabilities Act Compliance
- Tax Sheltered Annuity Plans
- Public Health Service Act (COBRA) and HIPAA

As part of a full-service law firm, our attorneys provide clients with a one-stop approach to their legal needs. Ruder Ware, the largest Wisconsin law firm headquartered north of Madison, also provides legal counsel in Business Transactions, Litigation & Dispute Resolution, and Trusts & Estates. ◆

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## Legal Services Offered by Ruder Ware

### Business Transactions

- Antitrust & Trade Regulation
- Bankruptcy & Creditors’ Rights
- Business Organizations
- Commercial Contracts
- Corporate Finance & Securities
- Executive Compensation & Employee Benefits
- Intellectual Property
- Mergers & Acquisitions
- Real Estate & Construction

### Employment, Labor & Benefits

- Employee Benefits & Executive Compensation
- Employment Law
- Labor Law

### Litigation & Dispute Resolution

- Alternative Dispute Resolution
- Commercial Litigation
- Employment Litigation
- Environmental Litigation
- Preventative Litigation Services
- Products Liability Litigation
- Real Estate & Construction Litigation

### Trusts & Estates

- Asset Protection Planning
- Elder Law
- Estate Planning
- Family Business Succession Planning
- Fiduciary Services
- Probate & Trust Administration

### Focus Teams

- Banking & Financial Institutions
- Local Governments & Municipalities
- Professional Responsibility for Attorneys
- Schools & Educational Institutions

