

FORDHARRISON LLP

RESTAURANT INDUSTRY PRACTICE

LABOR & EMPLOYMENT

FordHarrison's Restaurant Industry Practice Group is comprised of attorneys with extensive knowledge and experience working with restaurant clients of all sizes, whether they are a nationwide multi-unit operator, a regional franchisee or family-owned single establishment.

MENU



What We Offer

FordHarrison's Restaurant Industry Practice Group is comprised of attorneys with extensive knowledge and experience working with restaurant clients of all sizes, whether they are a nationwide multi-unit operator, a regional franchisee or a family-owned single establishment. In addition, our lawyers are active in national, state and local restaurant and hospitality trade associations, including the National Restaurant Association.

SMALL PLATES

Training *your choice...*

- 1 **harassment and discrimination** - including specific state-mandated training
- 2 **diversity** and sensitivity in the workplace
- 3 **leave** - including FMLA/ADA/workers' compensation interplay
- 4 **wage and hour** regulations

Handbook Development and Review

ADA Accessibility

Helping restaurants defend against access claims and also to comply with specific requirements related to architectural standards for new and altered buildings, reasonable modifications to policies, practices, and procedures; effective communication with people with hearing, vision or speech disabilities; and other access requirements.

Wage and Hour Compliance

including...

Local, state and federal statutes and regulations regarding minimum wage, tip credit, tip outs/pools, service charges, overtime, working off the clock, meals and breaks, waiting and "on call" time, reporting time pay, split shifts, uniforms/dress codes/appearance standards, child labor, wage deductions, employee classifications and exempt status issues.

MAIN MENU



Included: Each menu item comes with FordHarrison's strong commitment to client service and access to our innovative **KnowledgeCenter** a collection of digital resources on the firm and the issues of greatest concern to our clients. This virtual library provides access to updated **firm news**, **event information** and a wide range of publications that include **blogs**, **alerts on emerging legal issues**, and FordHarrison's popular **manuals and training materials** for employers.

Employment Litigation

The rapid growth of state and federal laws creating employee rights has prompted an increasing number of lawsuits. Restaurant clients expect and deserve quality litigation services that are delivered efficiently and cost-effectively. FordHarrison lawyers represent restaurant clients in all employment litigation matters, including discrimination, harassment, retaliation, wage and hour, employee discipline and termination, state law tort claims, Worker Adjustment and Retraining Notification (WARN) and ERISA claims.

Class Actions ///

For more than 15 years, we have been heavily involved in a series of major class action employment cases, including FLSA collective actions, which have dominated the court's dockets over the past several years. A class or collective action is fully and immediately made a top priority throughout the initial class certification period by experienced class action attorneys who are committed to developing a winning strategy.

Labor Relations ///

Our lawyers can help you maintain a union-free workplace through positive employee relations training, best practices, and strategic winning campaigns. For unionized restaurant employers, we effectively negotiate favorable terms for collective bargaining agreements, handle arbitrations, help deal with work stoppages or strikes, and defend against unfair labor practice charges.

Administrative Charges

We understand that defeating administrative charges is one of the most important ways to help our clients avoid litigation, as findings of "probable cause" are likely to lead to lawsuits. Today's increasingly aggressive EEOC and its systemic initiative mean that employers can no longer send superficial position statements. FordHarrison attorneys can draft position statements, and also obtain and provide the investigating agency with witness statements or affidavits to best position our clients to prevail at the administrative stage.



LIGHTERFARE



Employee Benefits

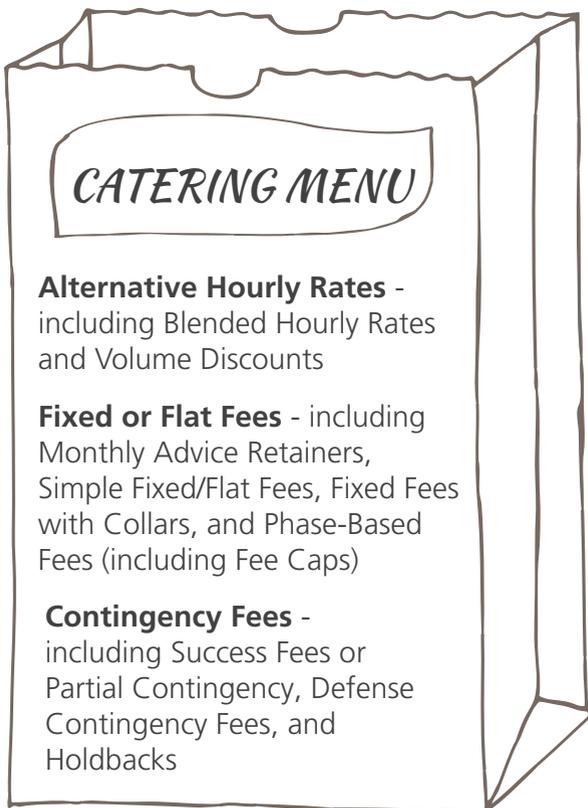
We advise restaurant companies regarding all types of issues, whether they relate to ERISA, COBRA, HIPAA, qualified retirement plans, nonqualified executive compensation or health and welfare benefits.

Immigration

FordHarrison assists restaurants with a myriad of immigration issues, including I-9 compliance and responding to ICE audits and investigations or raids, which often require an expedited and expert response.

Workplace Safety

We advise clients on workplace health and safety issues, investigations of workplace violence, and emergency preparedness policies and training. We also assist restaurants with OSHA compliance issues, including establishment of policies, record-keeping procedures, hazard assessment, and personal protective equipment assessment.



CATERING MENU

Alternative Hourly Rates - including Blended Hourly Rates and Volume Discounts

Fixed or Flat Fees - including Monthly Advice Retainers, Simple Fixed/Flat Fees, Fixed Fees with Collars, and Phase-Based Fees (including Fee Caps)

Contingency Fees - including Success Fees or Partial Contingency, Defense Contingency Fees, and Holdbacks



desserts

When paired with our small plates and main menu items, enjoy higher:

- ❖ employee engagement
- ❖ workplace satisfaction
- ❖ employee retention

If you have any questions regarding this information, please contact Todd Aidman, taidman@fordharrison.com, or Aaron Zandy, azandy@fordharrison.com, co-chairs of the **FordHarrison Restaurant Practice Group**. You may also contact the FordHarrison attorney with whom you usually work.



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