

# Labor & Employee Relations **OVERVIEW**



## About Kegler Brown's Labor & Employee Relations Practice Area

Like any successful relationship, good employer-employee relations are based on trust and consistent, up-front communication. At Kegler, Brown, Hill & Ritter, we advise our management clients on the complex issues of employee rights and governmental regulation of the workplace. With a solid employee relations program in place, our clients have a strong foundation from which to manage and improve their organization's core business, as well as to maintain a positive and productive environment for employees.

Employers can no longer be concerned with only traditional union/management problems. They must now contend with a myriad of diverse workplace restrictions. Our emphasis is on customizing, for each organization's unique circumstances, pragmatic, effective and vigorous representation in employee relations matters. As each industry and employee is unique, our representation also reflects these organizational differences, and avoids the cookie-cutter approach to a very diverse practice.

Our sophisticated counsel is built on a thorough knowledge of labor and employment laws, coupled with years of experience acquired from dealing with every aspect of this critical field. Kegler Brown attorneys advise clients on identifying and achieving their objectives in the labor area, negotiating to avoid litigation and providing preventive advice. For those circumstances when litigation becomes necessary, our attorneys are skilled in providing vigorous representation.

We work with your organization to achieve your goals through a customized approach for each stage of development. We have assisted companies of all sizes and interests with issues ranging from individual discharges to highly-complex collective bargaining negotiations. Our clients benefit from the working relationships we have developed with union representatives, as well as with the federal and state administrative agencies that enforce labor laws.

Our representation extends to matters with the Ohio Bureau of Workers' Compensation and the Ohio Industrial Commission. We are skilled in all hearing issues, including initial allowance of a claim, extent of disability, employer handicap reimbursement and violation of specific safety requirements. Timely and continuing contact is the rule in workers' compensation cost containment. Our firm also represents employers in court cases involving workers' compensation retaliatory discharge cases. We are active in defense of Department of Labor wage and hour and OSHA inspections, citations and hearings.

A good labor and employee program is not just about compliance with necessary federal and state labor laws and regulations — it's about investing in people. An investment that improves the quality and retention rate of your staff, increases job satisfaction and ensures competitive positioning. Because at Kegler, Brown, Hill & Ritter, our first order of business is knowing yours.

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## What We Do

Kegler, Brown, Hill & Ritter's labor & employee relations practice provides experience in:

- Hiring
- Employment Agreements
- Personnel Policies and Practices
- Wages and Hours
- Termination of Employment
- Workplace Environment
- Reduction in force
- Employee Safety
- Workers' Compensation
- Employment-Related Litigation
- Employment termination claims
- Independent Contractors agreements and disputes
- Training

## Our Team

Practice Area Chair: Lawrence Feheley, *Director*

- Brendan Feheley, *Associate*
- Anthonio C. Fiore, *Of Counsel*
- Loriann E. Fuhrer, *Director*
- Timothy A. Kelley, *Associate*
- Dave McCarty, *Director*
- Traci McGuire, *Director*
- Randy Mikes, *Of Counsel*
- Jeffrey C. Miller, *Director*
- Tim Tullis, *Director*