

Automotive Dealership

It's not easy to understand and comply with all the workplace rules impacting auto dealers. Whether you're dealing with complex issues relating to pay plans, discrimination and harassment, unions, or OSHA, not to mention the threat of state or federal audits, you'll want our industry-experienced lawyers at your side every step along the way.



The Fisher Phillips Automotive Dealership Team has represented automobile and other vehicle dealers and dealer groups nationwide for over half a century. When you call us for advice, you instantly tap into decades of experience dealing with your industry and the resources of a firm exclusively devoted to labor and employment law. You won't have to explain what F&I managers do or how service technicians are paid. Our long and close association with the retail automobile industry uniquely positions us to help you solve your employee problems with minimal disruption.

We have a long history of representing:

- Large, publicly-traded auto dealership consolidators
- Privately-owned national and regional dealership groups
- Independent and family owned dealerships
- Local, state, and national trade associations



Compliance

We know how to keep you out of trouble. We develop effective pay plans that contain the right disclosures necessary to avoid expensive lawsuits. We draft and implement effective employment policies on hiring, discipline, and termination that comply with the latest legal requirements. We train managers so they know how to make proper employment decisions. And we can provide you with timely advice concerning day-to-day workplace law matters.



Union Assistance

We know your business may be targeted by unions even if no union has yet surfaced. We take proactive steps with you to build a workplace that will repel a union organizing campaign before it gets off the ground and can assist with effective workplace communication strategies if an organizing campaign starts up. If you are already unionized, we help you develop and carry out effective bargaining tactics, and ensure you understand your management rights.



Workplace Safety

You're at considerable risk if all your employees don't scrupulously follow federal and state workplace safety rules. Working closely with our Workplace Safety and Catastrophe Management team, we'll prepare you to prevent unsafe conditions, help handle inspections, defend you in legal or enforcement actions, and guide you through crises. Our teams know the rules and regulations governing the many moving parts of your operations, including the myriad OSHA, DOT, and NHTSA standards governing your parts and service departments.



Defense of Legal Actions

If you end up the target of an administrative charge or lawsuit, or are involved in an arbitration, we'll be by your side. We have a track record of proven success defending employment claims in the dealership industry. We defend discrimination and harassment charges and other legal claims filed by employees and former employees effectively, efficiently, and vigorously, and will even go to the Supreme Court for you, if necessary.



Privacy and Cyber

As privacy compliance continues to be a regulatory focus and litigation around website privacy practices increases, auto dealerships face growing exposure to cyber and privacy risks. Auto dealerships commonly utilize numerous third-party marketing retargeting tools and AI tools on their website(s) and face increasing risk of litigation as a result. Litigation and pre-litigation demands, related to auto dealership website functionality, including the use of cookies, search bars, chatbots, AI tools, and third-party vendors has been increasing. We help dealerships proactively manage these risks by advising on compliance with the Gramm-Leach-Bliley Act (GLBA), including both the Privacy Rule and the Safeguards Rule, and ensuring that data collection and sharing practices align with current federal and state privacy standards. We also review and advise on litigation risk mitigation strategies for website tracking technologies, avoiding "dark patterns" on your website, drafting vendor agreements with strong data protection language, and addressing business concerns. We guide dealerships in implementing compliant, consumer-friendly practices that reduce liability and enhance consumer trust.

ABOUT FISHER PHILLIPS

With over 675 attorneys in 45 offices across the United States, Mexico and Japan, Fisher Phillips is an international labor and employment firm providing practical business solutions for employers' workplace legal problems. Through our technology-driven approach, we partner with companies to achieve their business objectives, anticipate potential disruption, and provide the legal guidance to navigate and resolve the workplace matters critical to their success.