

What Fisher Phillips Can Do for You

Introduction

With more than 500 attorneys in 37 offices, licenced in 45 states across the United States, Fisher Phillips is one of the largest law firms in the country representing management exclusively in labor and employment law.

Hospitality Industry Offerings

Industry Knowledge

Our attorneys have significant experience representing clients in the restaurant and hospitality industry – in fact, we have served clients on 5,000+ such matters over the last five years alone. This work has ranged from general employment advice to wage and hour, labor advice, benefits, immigration, employment agreements, handbooks, FMLA, discrimination, harassment, and retaliation trade secrets/non-competes, and workplace safety matters, among others.

Our attorneys focus on hotels, restaurants, breweries, wineries, and gaming, bringing a thorough understanding of ownership, management, and franchise structures, the various types of properties involved, and what it means when these establishments overlap. We bring an efficient, practical perspective to solve your workplace law problems.

Industry Leadership

Our lawyers are longtime members of – and thought leaders for – industry groups including the American Hotel and Lodging Association, the National Restaurant Association, the Coalition of Franchisee Associations, and the Asian American Hotel Owners Association, along with more than 20 state and local organizations across the United States.

Diversity

We provide clients with diverse perspectives and staffing on their matters. Just this year, we Achieved Mansfield Rule 4.0 “Plus” Certification for successfully broadening our pipeline of diverse lawyers and surpassing 30% diverse lawyers in leadership roles.



Labor and Employment Law Services

Investigations

Union Assistance

Litigation Defense

Employment Advice and Counsel

- Employee recruiting, hiring, discipline and termination
- Investigating harassment, discrimination and other complaints
- Conducting multi-subject compliance audits
- Determining whether employees are exempt from minimum wage and overtime
- Recordkeeping requirements under various laws
- Independent contractor status and related issues
- Employee leave issues and leave requests
- Strategizing to help clients hire candidates subject to restrictive agreements

Policy Review and Updates

Among other services, we are often called upon to design:

- Employment applications
- Employee handbooks and manuals
- Job descriptions
- New hire packages
- Paid time off, vacation, and sick leave policies
- Piece-rate and commission pay plans
- Policies and procedures on a wide range of topics such as drug testing, background checks, pre-employment testing and the Fair Credit Reporting Act
- Recruiting and onboarding policies and procedures
- Timekeeping practices for regular, remote, and traveling employees

Employment Contracts and Agreements

- Business Protection Agreements (non-recruitment, non-solicitation, non-compete, trade secrets and employee work product)
- Confidentiality Agreements
- Executive Employment Agreements
- Independent Contractor Agreements
- Project Work Agreements
- Service Agreements for the Use of Staffing Agency or Temporary Workers

Workplace Safety

Technology

We continually invest in new technologies that provide the data you need to make fully informed, actionable decisions. Led by an award-winning knowledge management team, these innovations include an exclusive artificial intelligence system that combines third-party data with Fisher Phillips' insights to predict litigation outcomes; the ability to quickly locate targeted, relevant cases and save significant time and cost on research; and client-facing technologies that help us collaborate with you in new and innovative ways.

A Wide Range of Services

We regularly counsel clients in the following areas:

- Affirmative Action and Federal Contract Compliance
- Corporate Compliance and Governance
- Counseling and Advice
- Data Security and Workplace Privacy
- Employee Benefits and Tax
- Employee Defection and Trade Secrets
- Employee Leaves and Accommodations
- Employment Discrimination and Harassment
- FCRA & Background Screening
- Government Relations
- Immigration
- International Employment
- Labor Relations
- Litigation and Trials
- Mergers and Acquisitions
- Pay Equity
- Wage and Hour
- Workers' Compensation and Unemployment Cost Management
- Workplace Safety

No-Cost and Value-Add Services

Annual In-Person/Video Conference Meetings

Management Training and Webinars

Compliance Insights

Our Insights can be accessed at: <https://www.fisherphillips.com/news-insights/>.

Alternative Fee Arrangements

Through robust data analysis, ongoing dialogue with our clients, and a focus on creating cost-efficient, business-oriented solutions, we design tailored alternative fee arrangements for individual matters, national counsel relationships, and everything in-between.

COVID-19/Vaccine Resources

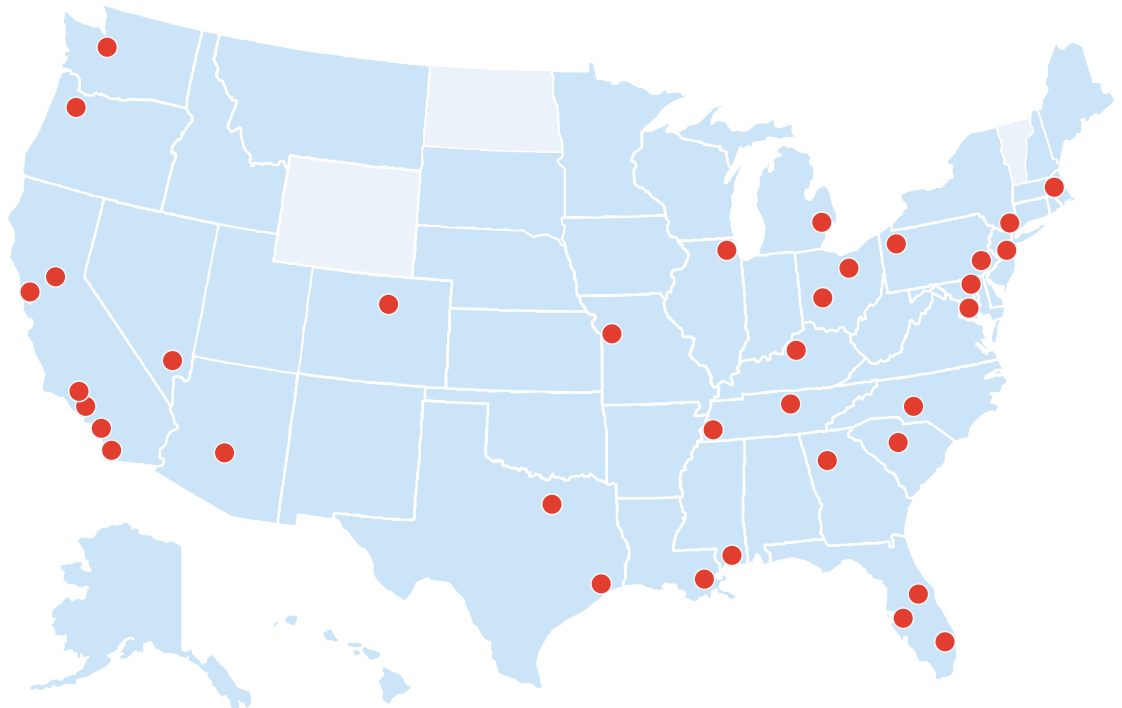
Our [COVID-19 Employment Litigation Tracker And Insights](#) was a first in the industry and remains a vital resource for employers. As the country moves towards greater vaccination levels, our [COVID-19/Vaccine Resource Center](#) provides timely information, insights, and answers to critical questions employers are sure to face now and in the future.

Accolades



Fisher Phillips is Strategically Located to Best Serve Our Clients

*Office locations
noted in red,
states where
our attorneys
are admitted to
practice in are
shaded in blue*



With more than 500 attorneys in 37 offices across the United States, Fisher Phillips is a national labor and employment firm providing practical business solutions for employers' workplace legal problems. We regularly advise and counsel clients on issues surrounding wage and hour, employment discrimination and harassment, litigation, workplace safety, immigration, trade secrets and non-competes, and more.

