

Capabilities

AUTOMOTIVE DEALERSHIP

Auto dealers face unique workforce issues – from complex pay plans to litigation defense and constant regulatory scrutiny. We know your operations, your people, and the pace of your business. Our team helps you stay compliant, minimize disruption, and keep your focus on selling and servicing vehicles.

How we can help:

- Pay Plans, Policies & Compliance
- Labor and Employment Litigation Defense
- Customer and Employment Privacy Compliance
- Labor Relations & Workforce Engagement
- Workplace Safety & Employment Claims Defense

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.

KEY CONTACTS



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INSIGHTS

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Jan 29, 2026

Employer Checklist for February 2026

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Jan 28, 2026

The Auto Dealer's Guide to New "No Tax on Overtime" Rules: Key Tips to Avoid Surprises Under the Hood

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Dec 5, 2025

FP Forecast 2026

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California Dealerships and Other Employers Win Wage-and-Hour Clarity: Court Upholds Hourly + Flag-Bonus Plans

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What Auto Dealers Should Know About EEOC's Service Dog Lawsuit Against Maryland Dealer

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Jun 18, 2025

6 Reasons More Japanese Companies Are Moving to Texas: Your Strategic Guide