Automotive Dealership

Overview

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.

**Insights**

**EVENT**

**06/01/23**

**Driving into the Future: A Consumer Privacy Primer for Auto Dealers**

Usama Kahf, Anthony Isola

Read more →

**EVENT**

**05/16/23**

**Workplace Safety in the Automotive Industry: What to do Before and After OSHA Arrives**

Travis Vance, Danielle Hultenius Moore

Read more →

**INSIGHTS**

**11/08/22**

**Does Your Dealership Arbitrate? Recent Developments in Workplace Arbitration Agreements**

Matthew R. Simpson

**INSIGHTS**

**11/08/22**

**Is It Time for Change? 5 Reasons Your Dealership May Want to Change Your Employee Handbook for 2023**

Tillman Y. Coffey

Copyright © 2023 Fisher Phillips LLP. All Rights Reserved.
EVENT  
10/12/22
Wage and Hour Wednesday: Automotive Wage Challenges in the Dealership. Are Your Pay Practices Compliant?
Tillman Y. Coffey

NEWS  
10/09/22
Atlanta Partner Urges Automotive Dealerships to Determine Nature of Vendor Relationships
Tillman Y. Coffey

NEWS  
08/15/22
Irvine Partner Breaks Down FTC's Proposed Document Retention Regulations with Automotive News
Usama Kahf

INSIGHTS  
08/08/22
Steering Your Auto Dealership into Compliance with New Information Security Rules: A 9-Step Guide
Leora Ghadoushi, Usama Kahf, Andrew Wellman

INSIGHTS  
08/03/22
The Top 14 Workplace Law Stories from July 2022

INSIGHTS  
08/01/22
Dealerships Avoid Wage Claims Against Detailer: 4 Tips to Keep it a “Them” Problem
Tillman Y. Coffey

Key Contacts
Drive Thru Video Series

We encourage you to watch our "Monthly Drive Thru" video series, which provides monthly updates and tips for auto dealers.
Click below to view recent episodes:

- May 2022
- March 2022
- May 2021
- April 2021
- February 2021
- January 2021