



## 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***

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INSIGHTS

02/12/25

### **The Auto Dealer's Guide to FLSA Exemptions: An Inventory of Commonly Used Categories + Your Maintenance Plan to Stay Compliant**

Christopher C. Hoffman, Matthew R. Simpson

Read more →

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EVENT

01/22/25

### **FP Workplace Law Forecast 2025**

John M. Polson, Richard R. Meneghello

Read more →

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INSIGHTS

12/11/24

## **FP's Workplace Law Forecast 2025**

John M. Polson

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EVENT

11/19/24

## **A Dealership Crash Course in Minimum Wage and Overtime Exemptions**

Matthew R. Simpson, Christopher C. Hoffman

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INSIGHTS

09/16/24

## **FP Dealership Update: Is it Time For a Trade-In of Your Employee Handbook?**

Tillman Y. Coffey, Matthew R. Simpson

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PUBLICATION

08/13/24

## **Columbus Attorney Provides Workforce Factors for Site Selection Process**

Raymond W. Perez, Dennis C. Cuneo

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INSIGHTS

06/28/24

## **What Dealers Should Do About the CDK Cyberattack**

Christopher C. Hoffman, Matthew R. Simpson

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INSIGHTS

06/14/24

## **Massachusetts Appeals Court Broadly Interprets "Joint Employment" to Hold Management Company Liable: 6 Steps to Minimize Your Risk**

Joshua D. Nadreau

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INSIGHTS

05/31/24

## **FP Auto Dealer Snapshot: If You Haven't Been Filing EEO-1 Reports, It's Time to Rethink Everything – And Fast**

Sheila M. Abron, Jennifer B. Sandberg

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## Fisher Phillips Partner Discusses the DOL's Overtime Rule and its Potential Impact on Automobile Dealerships

Tillman Y. Coffey

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### ***Key Contacts***

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## ***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:

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- [May 2021](#)
- [April 2021](#)
- [February 2021](#)
- [January 2021](#)