

Capabilities

TRANSPORTATION AND SUPPLY CHAIN

Whether by air, sea, or road, your world runs on tight schedules, complex regulations, and a dispersed workforce. As technology, safety rules, and staffing models evolve, you need counsel that understands every moving piece and keeps you compliant, efficient, and ready for what's next.

How we can help:

- Safety, Compliance & Workforce Management
- Contracting, Classification & Risk Mitigation
- Disputes, Audits & Regulatory Support

You strive to get everyone and everything where it needs to go, smoothly and on time. To succeed, your business must clear countless hurdles and comply with a myriad of federal, state, and local requirements affecting all aspects of operations – including a widely dispersed workforce. You are truly going places, and your employees will be the ones to get you there. But as issues like new technologies, disparate laws affecting pay and workplace safety, and the need to manage contingent staffing models multiply, you need experienced counsel that understands all the moving pieces to help navigate the road ahead.

Employers must deal with these disruptions while focusing on the business of growing, innovating, and delivering value to a global clientele that has no shortage of options when it comes to transportation and supply chain needs. Fisher Phillips' attorneys' specialized knowledge of these industries allows us to address legal concerns efficiently, creatively and cost effectively. We have no learning curve and pass the benefits of our experience on to clients in the aviation, maritime, ground transportation, warehousing, and logistics sectors so they can train their attention

where it belongs -- on the already challenging pursuit of operating successful businesses. Our clients range from regional and local public transit agencies to international carriers, including leading passenger airlines, international trucking and freight carriers, express delivery services, third-party logistics companies, supply chain managers, and more.

Drawing on the extensive resources of one of the nation's leading management-side employment and labor law firms, and fluent in all applicable laws and regulations, we provide transportation and supply chain businesses a one-stop shop for all their workplace law needs, including:

- **Administrative Agency Proceedings, Investigations, and Audits** – Department of Transportation (DOT) and Federal Motor Carrier and Safety Administration (FMCSA) audits
- **Advice and Counsel** – implementation of workplace policies and practices, dispute resolution programs, and staffing contract negotiations
- **Agreements and Contracts** - arbitration, employment, independent contractor, non-compete, confidentiality, and non-disclosure agreements
- **Compensation Systems** – pay practices, FLSA and wage and hour matters, worker classification, duty hours, meal and rest periods
- **Corporate Governance** – compliance and ethics programs, diversity and inclusion training and risk management
- **Data Security and Workplace Privacy**
- **Dispute Resolution** – litigation (single plaintiff, class and collective actions), trials, arbitration, and mediation
- **Drug, Alcohol and Job-Related Testing**
- **Employee Benefits, Taxes, and Healthcare** – draft and review plan documents, coverage continuation issues, Affordable Care Act requirements and more
- **Employment Discrimination, Harassment, Retaliation, Wrongful Termination and Whistleblower Claims**
- **Immigration** – nonimmigrant visas for professionals including intra-company transferees, permanent residence sponsorship, immigration discrimination claims and internal audits
- **Labor Relations** – positive employee relations strategies, union organizing, collective bargaining, work stoppages and unfair labor practice charges

- **Policy Development** – safety manuals and employee handbooks
- **Regulatory Compliance and Reporting** – Federal Aviation Administration (FAA) and FMCSA licensing requirements
- **Reorganizations and Reductions-in-Force (RIFs)**
- **Risk Management Strategies and Programs**
- **Training, Development and Retention**
- **Wage and Hour** – self-audits on compensation, timekeeping and recordkeeping; defending misclassification, minimum wage violation and overtime claims agency audits and investigations; state and local compliance
- **Workers' Compensation**
- **Workplace Safety, Health, and Wellness** – OSHA investigations and charges involving workplace injuries, safety training and program development, self-audits and policy review and updating

INDUSTRY FOCUS

Aviation

Supply Chain

Trucking

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