

2025 ABA LABOR & EMPLOYMENT LAW ANNUAL CONFERENCE RESOURCE PAGE

Fisher Phillips is constantly evolving to meet the needs of the modern employer. We recognize there are new equations at play that have changed not merely the workforce, but the way employment cases themselves are litigated – including the tools and technology at our disposal, the enhanced ways we now collaborate with our colleagues and clients, and our deep commitment to diversity and inclusion.

PREVENTION, COMPLIANCE AND TRAINING

Taking a proactive approach is the most effective way to prevent violations and claims. We provide guidance on the intricate web of federal, state, and local labor and employment laws. Below, you'll find a comprehensive suite of tools to help you review policies and procedures and minimize the risk of legal challenges.

- [Union Organizing Activity Map](#)
- [Wage and Hour Maps](#)
- [Pay Equity and Transparency Map](#)
- [Equal Pay Evaluation - Audit Checklist](#)
- [FP's Trump Administration Resource Center for Employers](#)

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Service Focus

[Counseling and Advice](#)

[Labor Relations](#)

[Wage and Hour](#)

[Pay Equity and Transparency](#)

- [Employers' Rapid Response Team for DHS Raids](#)
- [Reputation and Crisis Management](#)
- [AI Hub](#)
- [OSHA Inspections Tracker](#)

HOW WE CAN HELP YOU

DAY-TO-DAY COMPLIANCE

- **Handbooks and Policies** – Drafting and implementing effective employment policies and procedures governing such areas as drug testing, background checks, pre-employment testing, harassment, and protection of trade secrets that comply with legal requirements.
- **Training** – Ensuring your managers and supervisors understand the importance of your policies and procedures, by offering engaging training sessions focused on practical skills and compliance.
- **Advice and Audits** – Providing timely advice concerning day-to-day workplace issues and conducting compliance audits to identify problem areas before they blossom into legal challenges by offering practical solutions.

LABOR RELATIONS

- **Maintaining Your Union-Free Status**
 - Developing a tailored Positive Employee Relations program.
 - Representing employers before the NLRB in response to representation petitions.
 - Guiding clients through the intricacies of NLRB doctrine on “concerted protected activity.”
- **Managing the Challenges that come with a Unionized Workforce**

- Assisting employers in structuring buy-sell agreements and developing effective strategies for evaluating potential “successorship” implications and approaches to lawfully minimize and/or reallocate potential exposure risks.
- Serving as chief negotiators for our unionized clients at the table and offering interactive training programs on managing a unionized workforce.

WAGE AND HOUR

- **Prevention, Compliance and Training** – Developing compensations plans; directing privileged self-audits; conducting due diligence reviews; evaluating minimum wage and overtime requirements; and training staff.
- **Government Investigations** – Representing employers in investigations brought by the DOL and similar state agencies, working with clients throughout the process to limit the investigation’s scope and reach while minimizing or eliminating the risk of major exposure.
- **Litigation** – Successfully defending employers against claims involving off-the-clock rounding and overtime claims by non-exempt employees; misclassification; minimum wage violations; uncompensated meal and rest breaks; prevailing wages; payroll deductions; and recordkeeping.

PAY EQUITY

- **Proactive Audit** – Reviewing compensation policies and pay determinations to proper documentation, identifying differences in pay across gender and other protected classifications, and justifying pay disparities based on legitimate factors.
- **Prevention and Compliance** – Reviewing policies, applications, and other critical documents to mitigate risk and ensure compliance with new and evolving pay equity laws, and training staff to ensure

understanding of pay equality and the mandates of the Equal Pay Act and state and local laws.

- **Defense of Legal Actions** – Aggressively and strategically responding to time-consuming and costly litigation and enforcement actions.

INNOVATION AND KNOWLEDGE MANAGEMENT

- **Casetext CoCounsel – Fisher Phillips is proud to have helped developed and then become the first major law firm worldwide to deploy CoCounsel, the most advanced A.I. assistant developed for legal.**
- **FP Collab** – Allows our clients to stay on top of their legal matters, and access helpful HR guidance, via FP Collab - our state-of-the-art Fisher Phillips Client Portal: a mobile-friendly, one-stop shop for key information about their matters, projects, legal updates, and Fisher Phillips team.
- **Client Team Sites** – Helps ensure that no matter where your matters are located, and no matter which Fisher Phillips attorneys are on the case, they will share a deep understanding about your business, your active matters, and your formal and informal personal preferences and priorities.

We hope you find this information useful. Please don't hesitate to reach out with any questions.

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