

LABOR & EMPLOYMENT

EMPLOYMENT LITIGATION AND MITIGATION



SAXTON & STUMP
LAWYERS AND CONSULTANTS

www.saxtonstump.com

SAXTON & STUMP

Saxton & Stump's attorneys bring decades of experience preventing problematic issues, mediating disputes, and resolving problems before both state and federal courts. We have extensive knowledge and experience with judges, juries, and opposing counsel in Pennsylvania. Our team has developed proven tools and strategies to prevent workplace issues and mitigate risk.

Facing threatened claims or a lawsuit can be an unsettling event. Saxton & Stump's Labor and Employment Group works with clients to alleviate their concerns and provide thoughtful, aggressive, and effective representation.

LITIGATION

Our **Labor and Employment Group** represents clients in employment litigation before federal and state courts and administrative agencies including the Department of Labor, the Equal Employment Opportunity Commission, the Pennsylvania Human Relations Commission, and the National Labor Relations Board. In addition, our lawyers have years of experience representing clients in:

- Discrimination, harassment, and retaliation charges and litigation
- Wage and hour disputes including collective and class action matters
- Litigation related to violations of trade secret, non-competition, and confidentiality obligations
- Labor grievances and collective bargaining

COUNSELING

Our Labor and Employment Group further provides compliance guidance with respect to all federal, state, and local employment and labor laws including:

- Fair Labor Standards Act
- Pennsylvania Minimum Wage Act
- Pennsylvania Wage Payment and Collection Law
- Pennsylvania Workers' Compensation Act
- Occupational Safety and Health Act
- Family Medical Leave Act
- Title VII of the Civil Rights Act of 1964
- Americans with Disabilities Act
- Age Discrimination in Employment Act
- Pennsylvania Human Relations Act
- Uniformed Services Employment and Reemployment Rights Act
- National Labor Relations Act

As a team, our mission involves risk management. Our counseling focuses on the "proactive" steps that should be taken so that the "reactive" steps involving litigation are minimized. To that end, we counsel employers on best practices with respect to the interview, discipline, and termination process. We also assist with reviewing, revising, and drafting employment documents with the goal of mitigating claims. Artfully drafted employee applications, handbooks, policies, and employment, non-competition, and severance agreements are key to insulating an employer from liability.

We also provide on-site training to practice groups, human resource personnel, management, and business owners regarding compliance with all employment laws, internal investigations, social media issues, discipline, employee relations, and all other employment-related matters.



CLASS ACTIONS

When defending class action lawsuits, our litigators take an aggressive approach to defend our clients' interests from the pre-filing stage through potential appeal. Our attorneys initially engage with clients to map out a proactive strategy and involve them in every step of litigation.

Our class action defense team pursues swift resolution and absolute success. While we focus on early negotiation and dismissal, Saxton & Stump's attorneys have litigated and secured defense verdicts. We have successfully defended our clients in high exposure cases involving unfair competition, employment matters (including numerous wage and hour and Title VII matters), medical malpractice, corporate negligence, and product liability in federal and state courts nationwide. Our client base includes retailers, manufacturers, agriculture, construction companies, insurance companies, restaurants, healthcare systems, pharmaceutical, and medical device companies.

INTERNAL INVESTIGATIONS

Our team brings the skill, expertise, and experience necessary to conduct a detailed, objective, and, when required, confidential investigation. Regardless of whether the investigation has been directed by an outside entity, sought by the company's Board of Directors, or requested by management, Saxton & Stump's Internal Investigations Group focuses on the requirements and parameters of every assignment and minimizing the potential disruption to your organization.

Our team is led by **Former US District Court Chief Judge Lawrence F. Stengel (Ret.)**, who possesses 28 years of experience on both the state and federal bench. Judge Stengel and our team of attorneys handle:

- Internal corporate investigations/audits involving potential malfeasance
- Title IX compliance and complaint investigations
- Employment investigations involving issues related to unlawful harassment
- Regulatory enforcement
- Medicare fraud and abuse
- HIPAA investigations and audits
- Infectious disease investigations and remediation programs
- Medical staff investigations
- Business integrity, compliance, and ethics
- Monitorships

TITLE IX

Saxton & Stump's Title IX team has the experience, integrity, independence, and credibility to both advise and aid educational entities – both public and private – in complying with and enforcing their obligations under Title IX. We are adept and proficient in proactively counseling university staff regarding compliant procedural safeguards; responding properly to alleged Title IX violations; conducting comprehensive, documented, and objective investigations; and defending educational entities in trial.

For more information on Labor & Employment Law, please contact **Rick L. Hackman, Esq.** at rlh@saxtonstump.com or 717.556.1006.

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PRACTICE AREAS

- Appellate & Post-Trial Advocacy
- Business & Corporate
- Construction
- Healthcare & Healthcare Litigation
- Insurance
- Intellectual Property
- Internal Investigations
- Labor & Employment
- Litigation
- Quality Assurance & Peer Review
- Real Estate
- Risk Mitigation & Safety
- Senior Care Services
- Trusts & Estates

WHO WE ARE

Saxton & Stump is a full-service law firm providing businesses with legal and consulting services. We apply strategic solutions and problem-solving support to help our clients' businesses, organizations, and personnel navigate legal issues and thrive in an increasingly complex world.

Collaboration across disciplines allows our team to provide the highest level of service. The diverse backgrounds and extensive knowledge of our attorneys, business professionals, and industry experts creates a unique resource for our clients.

At Saxton & Stump, you'll be working with a team built for excellence that provides both quick response times and high-quality work. Our initiative of staying innovative and forward-thinking in the legal industry sets us apart. We also have a strong focus on investing in our team and the community to create robust relationships.

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