Employers face unprecedented workplace regulation and risk. Managing employees has become more difficult, and the potential consequences of mismanagement—or even perceived mismanagement—have become more dire. Husch Blackwell takes a service-first approach to assisting employers. We partner with clients to minimize risk and to aggressively solve employment issues, whether through program development, day-to-day counseling or dispute resolution. And when trial is your best option, we are your fiercest advocates.

The more than 70 attorneys on our team are entrepreneurial and innovative in their approaches, and aggressive and bold in their strategies. We are comfortable in front of juries, and from the moment we are engaged, we prepare cases as if they will be tried before juries. We may not, but we will always be prepared.

Wisconsin Employers: The Employment Law Manual is available in a convenient, searchable digital format.

Preventative/Counseling

Identifying and eliminating potential risks can help avert legal troubles. Our team counsels employers locally, regionally and nationally on state-of-the-art policy development and implementation and best practices in managing employees. Additionally, we advise on:

- Affirmative action programs
- Employment Eligibility Verification (I-9) investigations
- Collective bargaining agreements
- Employee misconduct and whistleblower activity

“When we were hit with a complex web of wage and hour class actions, Husch Blackwell was the natural choice. The team’s expertise in the substantive legal issues, combined with the investment they made to develop a deep knowledge of our business, has made them a uniquely effective litigation partner.”

— Carey L. Bartell, Vice President, Chief Counsel – Legal & Government Affairs, Conagra Brands Inc. —

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• Occupational Safety and Health Administration (OSHA) and Mine Safety and Health Administration (MSHA)
• Compliance audits
• Employee handbooks, policies and practices
• Leave laws
• National Labor Relations Act (NLRA)/National Labor Relations Board (NLRB)

Litigation

Employment practices often support business models and strategic plans. We have the experience and skills to protect these practices and steer you through the litigation process. Our national litigation work includes:

• Class and collective actions, including wage and hour
• Defense of employment discrimination, harassment and retaliation claims
• Defense of OSHA/MSHA citations, with a rapid response capability for fatalities and catastrophic accidents
• Enforcement and defense of restrictive covenants
• Trade secret and other confidential information protection

Case Study

Conagra Brands

Workers from Conagra’s Russellville, Arkansas facility filed a wage-and-hour class and collective action lawsuit alleging violations of the Fair Labor Standards Act (FLSA) and the Arkansas Minimum Wage Act (AMWA), claiming that they should have been paid for time spent donning and doffing before and after shifts.

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Experience

• Merger and Acquisition Integration with HR
• Nursing Home Obtained Increased Reimbursement
• Integration Plan Achieves Efficiencies, Profitability
• Water Company Clears Unfair Labor Practices
• ConAgra Lands Major FLSA Victories
• ConAgra Prevails in "Walking" Workplace Issue
• Major Food Company Streamlines Labor Challenges
• Acquisition Strategy Hits All the Right Notes
• Hospital System Resolves Overtime Case Involving Work-at-Home Medical Transcriptionists
• Substantial Savings with Union Defeat
• Medical Practice Gets Reduction in OSHA Citations
• Cable Television Company Obtains Dismissal of Whistleblower Complaint
• Husch Blackwell Receives Defense Verdict for Client The Kansas City Southern Railway Co. in Jury Trial Involving FELA Claim
• In Brief: A Digest of Labor & Employment Projects