

California Employment Advice and Counsel

At Burke, Williams & Sorensen, LLP, our Employment Advice & Counsel team have provenly helped public and private sector employers navigate the complex and ever-changing legal landscape of federal and California labor and employment law.

Our team of experienced attorneys work closely with employers all across California, no matter how big or small and whether in the public or private sector, to provide strategic advice and counsel to minimize risk, ensure compliance, and help clients make well-informed business decisions so that clients can focus on their long-term success.

Comprehensive Guidance Through California's Employment Laws

Public and private entity employers face ever-changing landscape of federal and California employment laws. At Burke, we are devoted to advising and counseling public and private entities regarding compliance with these laws, including to the California Fair Employment and Housing Act (FEHA), the federal Americans with Disabilities Act, Title VII of the 1964 Civil Rights Act, Fair Lair Labor Standards Act, the National Labor Relations Act, California's collective bargaining statutes including the Meyers-Milias-Brown Act, the Educational Employment Relations Act, the Higher Education Employer-Employee Relations Act, and leave laws such as the California's Family Rights Act, the federal Family and Medical Leave Act.

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Our experienced attorneys also provide niche guidance to public agencies in connection with complex areas of law, including California's Public Safety Officers Procedural Bill of Rights Act, Pregnancy Disability Leave Law, Firefighters Procedural Bill of Rights Act, the Public Records Act, and compliance with the Brown Act.

Preventive Counseling

The vast majority of labor and employment disputes are costly, time-consuming, and often preventable. Our Employment Advice and Counsel team assists employers avoid problems before they arise. We provide practical, effective, and strategic solutions tailored to each employer's particular needs, including: workplace training on preventing workplace harassment, discrimination, retaliation, and bullying. Additionally, we guide employers through employee discipline and corrective action, prevention and control of absenteeism, abuse of leave, drugs and alcohol policies, supervisory and managerial training to ensure that the supervisory and managerial employees are well-equipped to ensure operational efficiency while ensuring compliance with the law. We also assist employers with drafting workplace policies and employee handbooks. Additionally, we guide our clients with facilitating the interactive process, responding to wage and hour compliance audits, and more.

At Burke, we serve as our client's trusted advisors to help navigate the complexities of federal and California labor and employment law.

Employee Handbooks

A well-drafted employee handbook is more than just a booklet that includes rules and expectations – it is an important tool to help public and private entity employers avoid liability and ensure compliance with the labor and employment laws. Our experienced team of attorneys have years of experience developing, reviewing, and updating employee handbooks to ensure compliance with the ever-changing landscape of California law and best practices. Whether employers need to revise outdated policies or create new handbooks tailored to fit their particular needs, Burke's Employment Advice and Counsel team offers guidance every step of the way.

Responding to CRD (Civil Rights Department)

The California Civil Rights Department ("CRD") (formerly the Department of Fair Employment and Housing) is a state agency that enforces various California laws, including California laws prohibiting discrimination, harassment, and retaliation against employees. The Equal Employment Opportunity Commission ("EEOC") is a federal

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agency that enforces federal laws prohibiting employment discrimination. Both federal and state laws protect employees from workplace harassment and discrimination, but California law provides even greater protections and options for filing administrative claims against employers.

Due to the heightened risk for administrative complaints, California employers may find themselves facing a CRD or EEOC charge or complaint with particular procedural rules to follow. To comply with the strict procedural requirements and timelines, it is critical for employers to respond effectively and quickly. Burke's experienced Employment Advice and Counsel attorneys provide the guidance employers need to navigate through the complex stages of the administrative process, including responding to initial charges and complaints, negotiating settlements, preparing for mediations or formal hearings, and minimizing risk of future exposure to claims of discrimination, harassment, and retaliation.

Making Strategic Choices for Your Business

Labor and employment law is not just about managing risk – it involves making the right choices to support your needs and goals. Our experienced team of attorneys provide strategic advice and counsel on issues such as: hiring, wage and hour, employee performance, discipline, disability interactive process, retirement, labor relations and collective bargaining, workplace investigations and training, workplace restructuring, and discrimination and harassment claims.

At Burke, we work closely with our clients to understand their goals to help make informed decisions regarding employment decisions and how it can support their broader objectives.

Reach Out to Our California Employment Advice and Counsel Team

To learn more about our experienced California Employment Advice and Counsel attorney team, please contact Timothy L. Davis at +1 (408) 606-6317 or tdavis@bwslaw.com.

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