



## Labor & Employment

It is not by chance that the Labor & Employment Group at Knox McLaughlin Gornall & Sennett, P.C. is the largest in the region. We have years of experience in the resolution of labor and employment issues, and our attorneys are full-time practitioners in the field.

We represent privately owned businesses, municipalities, school districts, and a variety of nonprofit organizations and public sector clients with as few as five and as many as 30,000 employees, in both union and non-union environments. Our client list includes many of the largest employers in the communities we serve and many of the area's primary nonprofit and governmental institutions, as well as a number of growing entrepreneurial enterprises.

Working cooperatively with other groups in our firm is a hallmark of our service to our clients. Our group works closely with the firm's [Business & Tax](#), [Governmental Practice](#), and [Workers' Compensation](#) Groups to provide the comprehensive legal resources to meet all of your organization's needs.

### Labor Law

Our labor practice includes the negotiation of collective bargaining agreements for private and public sector employers as well as guidance in the interpretation and administration of those agreements.

#### We are also directly involved in:

- Grievance processing
- Labor arbitration
- Bargaining unit issues
- Union avoidance
- Union-related litigation in federal and state courts

### Employment Law

In the area of employment law, we advise clients on a daily basis to enable them to comply with state and federal laws. Our work includes:

#### Representation in:

- Claims of discrimination based on race, color, religion, national origin, sex, age, and disability brought before the EEOC, PHRC, and the courts
- Defense of employment suits
- Unemployment compensation claims
- Claims filed with OSHA
- Minimum wage and overtime issues

### Preparation of:

- Employee handbooks and personnel procedures
- Supervisory manuals
- Severance agreements
- Waivers and releases
- Independent contractor agreements
- Executive employment agreements
- Affirmative action plans
- Non-compete and confidentiality agreements

### Consultation on:

- Investigations into employee misconduct
- Investigations of sexual harassment complaints
- Implementation of drug and alcohol testing
- Use of performance appraisals and evaluation of employees
- Proper interviewing procedures
- Hiring, disciplining, and terminating employees

### Training

With the workplace becoming increasingly more complex, we also help clients effectively manage critical workplace issues through education and awareness. We train management teams in such areas as:

- Union avoidance
- Sexual harassment prevention
- Discipline and discharge procedures
- Employee handbook implementation
- Work performance evaluation

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**Contact:** Julia M. Herzing

814-923-4881 • [jherzing@kmgslaw.com](mailto:jherzing@kmgslaw.com)