

# EMPLOYMENT

Preventing, addressing, and resolving labor and employment issues for all employers.

The employer-employee relationship is one of the most important and complex relationships that business owners have. Ireland Stapleton's employment law attorneys provide companies, owners, nonprofits, and special districts with legal advice to help manage the employer-employee relationships. Our attorneys proactively identify and help their clients prevent employment law issues, resolve conflicts, and, when necessary, defend their organization when lawsuits are threatened or filed in state and federal courts, in mediations and arbitrations, as well as in administrative proceedings before the U.S. Equal Employment Opportunity Commission, Colorado Civil Rights Division, the U.S. Department of Labor, and the Colorado Department of Labor.

Ireland Stapleton's experienced employment attorneys proactively work with their clients to tackle the legal challenges that arise, including preparing:

- Employment Agreements
- Independent Contractor Agreements
- Non-disclosure Agreements
- Non-competition Agreements
- Severance Agreements
- Confidentiality Agreements
- Executive Compensation Agreements
- Employment Policies
- Employee Handbooks & Policies
- Job Descriptions
- Disciplinary Actions
- Performance Improvement Plans (PIPs)

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One of the most complex relationships an employer has is with its employees. Employers in the public, private, and nonprofit sectors work with our attorneys to prevent conflict and resolve issues when they arise.

**Michelle B. Ferguson**, Employment Law Practice Group Chair

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In addition, we provide ongoing counseling to businesses, nonprofits, and local governments in all areas of employment law, including:

- Termination (Wrongful Discharge)
- Harassment/Hostile Work Environment & other forms of Employment Discrimination (Title VII)
- Fair Labor Standards Act (FLSA)
- Family Medical Leave Act (FMLA)
- Americans with Disabilities Act (ADA)
- Age Discrimination in Employment Act (ADEA)
- Wage & Hour (overtime) Issues
- Workplace Privacy Issues
- Misclassification of Employee Issues
- Documentation Retention & Destruction
- Constitutional Issues, such as First Amendment Freedom of Speech
- Trade Secrets
- Drug/Alcohol Testing
- Unfair Labor Practices
- Unemployment Compensation
- Leaves of Absence
- Uniformed Services Employment & Reemployment Rights Act (USERRA)
- Family Responsibilities Discrimination
- National Labor Relations Act

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## PRACTICE LEADERS



## PRACTICE AREA ATTORNEYS



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