

Legal issues pervade the complex relationship between employer and employee. Did the employer violate the law when they fired you? Did the employer discriminate against you? Have you been paid properly? Is your pension entitlement correct? Will you be prevented from taking a new job due to a non-compete restriction? These are just some of the many issues that an employment lawyer can address for you. This area of law includes cases for wrongful termination; employment discrimination, including sexual harassment; wage disputes, including overtime issues; employee benefit disputes, including pension issues; severance negotiations and agreements; non-compete negotiations and agreements; federal and state court employment litigation mediation and arbitration; particularly in unionized workforce.

Questions to Ask and Information to Obtain About your Prospective Attorney:

Does the lawyer have experience representing unions, individuals and/or employers?

Does the lawyer have experience with private sector and public sector employment law issues?

How long has the lawyer been doing this type of work?

Does the lawyer have experience with your particular type of case (e.g., pension claims are very different than employment discrimination claims)?

Does the lawyer have experience appearing before the law enforcement agencies and handling any related court proceedings?

Does the lawyer participate in local, state and national bar/employment law associations?

Does the lawyer teach other lawyers about how to handle employment law matters?

Can the lawyer provide you with the name of a former client or two that would be willing to discuss their experience with the lawyer?

Valuable Employment Law Links: The United States Equal Employment Opportunity Commission enforces the federal law that prohibits discrimination. You can reach them at <http://www.eeoc.gov/>

The New York State Division of Human Rights enforces the state law that prohibits discrimination. You can reach them at <http://www.dhr.state.ny.us/>

The United States Department of Labor enforces many federal employment laws including the federal minimum wage and overtime laws. You can reach them at <http://www.dol.gov/>

The New York State Department of Labor enforces many state employment laws including the state minimum wage and the timing of wage payments. You can reach them at <http://www.labor.state.ny.us/>

The National Labor Relations Board enforces federal laws that apply to people who work for the private sector. These laws also apply to the relationship between employees and their labor unions. You can reach them at <http://www.nlr.gov/nlr/home/default.asp>

The New York State Public Employment Relations Board enforces state laws that apply to people who work for state and local governmental entities. These laws also apply to the relationship between employees and public sector labor unions. You can reach them at <http://www.perb.state.ny.us/>